Released by the Leedham Campaign, 7/24/98...

For Immediate Release
Friday, July 24, 1998

Leedham to Seek House Ethics Charges Against U.S. Rep. Hoekstra after Hearing Reveals Link Between Hoffa and House Republicans

Campaign Also to File Election Protest and Union Charges

Washington – Teamster Presidential Candidate Tom Leedham announced today that he will seek charges with the House Ethics Committee against U.S. Rep. Peter Hoekstra (R-Michigan) after a House hearing today revealed direct links between House Republicans and the campaign of James Hoffa Jr., Leedham's opponent in the upcoming union elections.

Leedham also plans to file protest with the court-appointed election officer, and the the court-sponsored Independent Review Board, which investigates internal union charges.

"Big business wants Hoffa Jr. elected. That's why Hoekstra, one of Corporate America's top allies in Congress, is supporting Hoffa's campaign," Leedham said.

The link was revealed during a hearing before the House Subcommittee on Investigations, part of the House Committee on Education and the Workforce. The subcommittee, which Hoekstra chairs, was questioning Aaron Belk, former executive assistant to the Teamsters general president.

Under questioning from Ron Kind (D-Wisconsin) Belk testified that Republican committee staffers working for Hoekstra recommended that Belk consult George Geller, a Detroit attorney who is on Hoffa's campaign staff and serves as a Hoffa campaign spokesman, to prepare his testimony:

> ***Rep. Kind:*** *"Mr. Belk, were you advised that – someone on majority staff advised you to go to Mr. Hoffa's attorneys for help in preparing your statement that you gave this committee today? Is that true?*
> ***Mr. Belk:*** *There was a reference that Mr. Geller could help prepare my statement, yes.*
> ***Rep. Kind:*** *Mr. Chairman, so we can be clear on this, I hope that the internal politics of the IBT is not seeping into this committee's investigation. I don't think that's an area where we should go. If majority staff is trying to steer witnesses to consult with Mr. Hoffa's people or attorneys – that is a major concern.*

After the hearing, Hoekstra and Republican committee staff members acknowledged that they had tried to steer Belk to the Hoffa campaign. In addition, Geller was seen during the hearing conferring with John Brandt, Hoekstra's press secretary.

"This a Congressman who tried to eliminate the 40-hour workweek, gut overtime and job safety laws, and force striking UPS Teamsters back to work," Leedham said. "The direct connection between Hoekstra and Hoffa should scare the daylights out of any Teamster who is concerned about building a better future for working families."

The Washington Post

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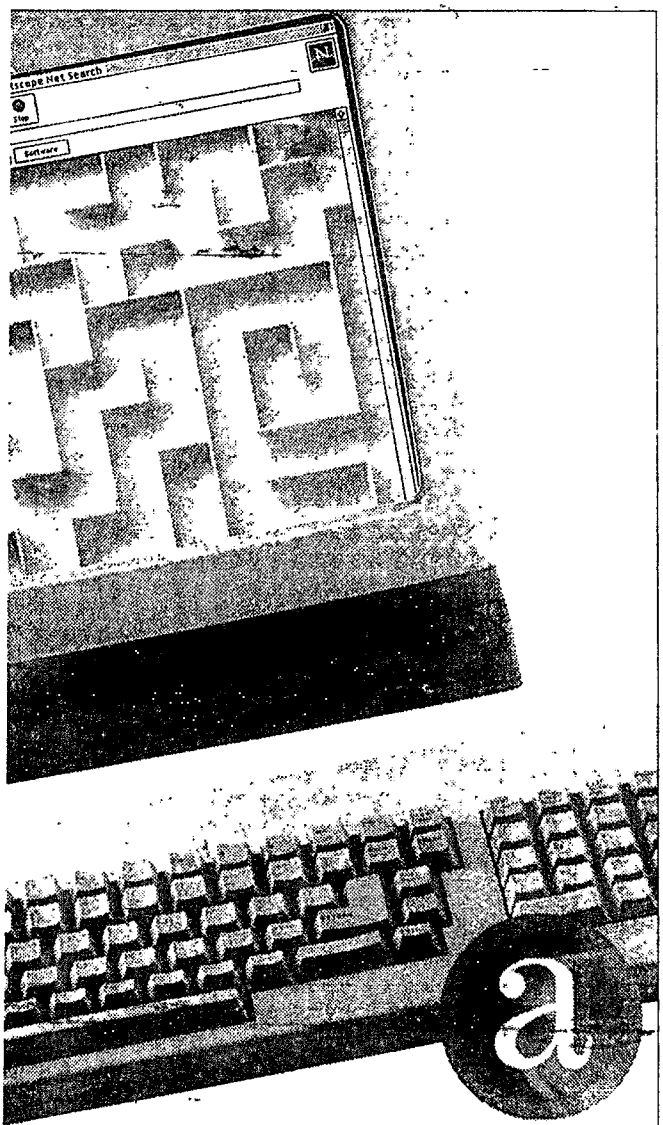

NAVIGATING THE WEB

If you want information on shipping a package, using "shipping" as a keyword for a conventional search engine will produce hundreds of thousands of sites, including UPS's. Alexa's technology, starting from the UPS site, will look for:

- **Similar words and phrases at other sites.** For instance, Alexa might flag "delivers the package" or "enter your tracking number" from the UPS site and direct you to FedEx's site, which also contains phrases close to that.
- **Other Web sites that have "linked" to the UPS site** and include information on other relevant home pages.
- **Traffic patterns.** Alexa tracks where users were before arriving at UPS and where they went afterward, integrating these patterns into its guidance system. If Federal Express were the most common site where users went next, it

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UPS Accuses Federal Officer of Favoring Union

Decision to Wait Until After Strike To Order New Election Criticized

By Frank Swoboda
Washington Post Staff Writer

United Parcel Service yesterday accused the federal officer overseeing the Teamsters elections of siding with the union in the recent 15-day strike against the package delivery service.

Elections officer Barbara Zack Quindel has said she waited until after the strike was over before ordering a rerun of last year's Teamsters elections for national officers.

By doing so, the company said, Quindel improperly chose sides "in a momentous labor-management dispute."

United Parcel Service of America Inc. made the complaint in a letter to U.S. District Court Judge David Edelstein, the federal judge who has been overseeing the 1.3 million-member union as part of a 1989 consent decree that settled the Justice Department's civil anti-racketeering suit against the union.

UPS spokeswoman Gina Ellrich said the company was not seeking any specific relief from the court. "We wanted to be on the record," she said. "We believe the delay [in Quindel's announcement] contributed to the length of the Teamsters strike."

Asked if she thought the company's action now, with union members about to vote on the tentative contract agreement with UPS, might have an impact on the ratification vote, Ellrich said, "We would hope not. That's not the intention at all."

On Aug. 22, two days after the tentative contract agreement was reached between UPS and the Teamsters, Quindel overturned Teamsters President Ron Carey's 1996 election victory over challenger James P. Hoffa, the son of former Teamsters president Jimmy Hoffa. She also ordered all the winning candidates r

See UPS, E3, Col. 1

Pension Agency Ends Public Listing of Under-Funded Plans

By Frank Swoboda
Washington Post Staff Writer

The Pension Benefit Guaranty Corp., the federal pension insurance agency, announced yesterday that it no longer would publicly list the 50 companies with the largest under-funded retirement plans.

SEP 4

U.S. Office Products Co., a Washington company that is buying up local office supply dealers around the world, reported its sales grew by 145 percent and profit nearly tripled in the three-month period ended July 26, the first quarter of its fiscal year.

U.S. Office said quarterly earnings increased to $20.9 million (29 cents a share) from restated earnings of $7.5 million (20 cents) in the same period a year earlier, while sales climbed to $863.6 million from $352.6 million.

The reported earnings are after a write-off of $4.4 million to cover the cost of acquisitions completed during the quarter. The prewrite-off earnings of 35 cents a share exceeded the consensus estimates of securities analysts, who had projected profits of 32 cents before the adjustment.

While most of the growth in sales was the result of 22 acquisitions completed during the quarter, U.S. Office Chairman Jonathan Ledecky said sales of units acquired previously were up 19 percent over the previous year.

UPS Says Officer's Delay Favored Union

UPS, From E1

Carey's slate of national officers to stand for new elections.

Quindel said at the time that she had reached the decision to overturn the election after the strike had begun and deliberately delayed announcing it until the strike was over so as not to interfere with the contract dispute.

She repeated her assertion in a statement issued by her office yesterday: "The election officer has said that she didn't want her decision to be a factor in the labor-management dispute. UPS seems to misunderstand. The election officer's duty as a court officer is to run the election process for the benefit of the union and its members. The members of the union can't have faith in the consent decree if they see it as interfering with their economic livelihood."

Edelstein is scheduled to rule on Quindel's request for a new election at a Sept. 19 hearing in New York. If he approves her order, a mail ballot election would take approximately four months to run.

Hoffa has called on Quindel to step aside and suggested that former president Jimmy Carter supervise the new election.

The Hoffa camp has accused Quindel of favoring Carey by not immediately announcing the election decision.

The Teamsters issued a brief statement in response to the UPS letter. "It's not surprising that UPS management is unhappy with the Teamsters general president after our member's historic contract victory. UPS has no business attempting to meddle in internal union affairs. What they sent to Judge Edelstein has no legal significance."

Privately, some union sources see the UPS letter as nothing more than "sour grapes" from a company the union believes lost the strike.

In UPS's view, according to the complaint, the government's rules for the Teamsters elections required Quindel to announce her decision as soon as she reached it.

The company said that by waiting to announce the results of what it called Carey's "tarnished" reelection until after the strike, Quindel was interfering with the labor-management process.

"Attempting to 'time' the Election Officer's actions so as to affect or not affect contemporaneous labor events is an arrogant and perilous course," UPS wrote Edelstein.

"Suppose that the UPS-Teamster strike had not ended August 20, but had continued for a month or two. Suppose that the financial toll on the Teamster rank and file had become severe. And suppose that it had become apparent—as some suspected during the strike—that Mr. Carey intended to persist in the strike to avoid charges of weakness in an anticipated rerun against his opponent, Mr. Hoffa.

"At what point would the Election Officer have determined that Mr. Carey's invalid claim to authority was a factor?"

ENCRYPTION, From E1

favor requiring people who send encrypted messages to use technology that would allow the communications to be unscrambled, saying it "would be the best law enforcement solution." He conceded, however, that such a rule would be impossible to enact because of opposition from industry groups and many in Congress.

Freeh's stance prompted complaints from the software industry.

"The impact is going to be clear," said Lauren Hall, an official with the Software Publishers Association, a Washington-based trade group. "It's going to be very expensive, and it's going to raise the price of software. Adding these features are

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Pension Guaranty Co Report of Under-Fu

PENSIONS, From E1

actually would make payments to the fund over the life of an agreement, assuring a payment lag.

The PBGC ensures what are known as defined benefit plans, in which an employer promises to pay a certain level of benefits regardless of cost. The calculation of the future cost is what the government uses to determine the proper level of funding.

Defined contributions plans such as 401(k) retirement savings plans, which do not come with such prom-

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ADVICE FOR THE UNDER-30 CR

'Tell Me About It' by Carolyn Hax, Frida

The Teamster Leader
March 1998

Anti-Labor Politicians Continue Attack on Teamsters

The Gingrich leadership in Congress is conducting a taxpayer-funded political attack on the Teamsters Union in retaliation for our strong stands on issues like overtime pay, the NAFTA trade deal, protection of workers' pensions, and job safety rights under OSHA.

Republican leaders have launched an "investigation" of our union under the direction of Representative Peter Hoekstra of Michigan.

← Meet with UPS on Feb 9

According to a report in the National Journal's *CongressDaily* on February 9, Hoekstra met with top officials of UPS before Congress issued a subpoena demanding that the union turn over the following:

> *"All documents referring or relating to, or containing information about, communications between the Teamsters and the White House regarding any of the following issues: United Parcel Service strike, Diamond Walnut Company strike, Pony Express Company organizing efforts, Davis Bacon Act, NAFTA border crossings."*

The International Union has told Congress that it will comply with any subpoenas that have a proper purpose but will not jeopardize the interests of members.

Hoekstra has a long history of working closely with major employers to attack workers' rights.

In 1995, Hoekstra joined with the American Trucking Associations, U.S. Chamber of Commerce, and National Association of Manufacturers to propose outlawing "strategic campaigns" by union members to publicize corporate wrongdoing.

Hoekstra also intervened with the National Labor Relations Board on behalf of Overnite -- the Teamsters' largest organizing target -- after the union filed federal complaints against the company for violations of employee rights.

← What P.R. firm?

Hoekstra has used taxpayer money to hire a public relations consultant for $5,000 a month to advise his committee "on strategic and tactical communications and media relations" relating to the "investigation," according to the contract approved by the full House committee.

Meet With Congress When They Are Home

Congress has tentatively scheduled its next recess for April 2 to April 21.

That would be a good time to schedule a meeting between your Senators or Representative and Teamster leaders, members, retirees, and families.

Ask your local union how to contact your members of Congress.

Send an E-mail to Your Representative or Senator

Story Continues

Committee on Education and the Workforce
Subcommittee on Oversight and Investigations

Hearing on the 1996 Election of the International Brotherhood of Teamsters

October 14, 1997
2175 Rayburn House Office Building
1:00 p.m.

Mr. Dane Passo
IBT Member
Berwyn, Illinois

Mr. Vince Hickman ✓
IBT International Representative
Aliquippa, Pennsylvania

Mr. Bob Kruezer ✓
IBT International Project Organizer
Florissant, Missouri

Ms. Barb Dusina
IBT Organizer
Tampa, Florida

Mr. Wesley Coleman ✓
IBT Member
Beaumont, Texas

Mr. Thomas Geoghegan, Esq.
Depres, Schwartz, and Geoghegan
Chicago, IL

Mr. Darryl Sullivan ✓
IBT Member, Local 745
Dallas, Texas

Mr. Gregory Mullenholtz, Sr. N/A Did not submit testimony
Former IBT D.R.I.V.E. (PAC) Supervisor
Rockville, Maryland

Committee on Education and the Workforce
Subcommittee on Oversight and Investigations

Hearing on the 1996 Election of the International Brotherhood of Teamsters

October 15, 1997
2175 Rayburn House Office Building
9:30 a.m.

Panel I
Mr. John C. Keeney
Acting Assistant Attorney General
Criminal Division
U.S. Department of Justice
Washington, D.C.

Ms. Barbara Zack Quindel
Former IBT Election Officer, 1993-1997
Milwaukee, Wisconsin

Mr. Michael Holland
Former IBT Election Officer, 1991

Did not submit written testimony

Panel II
Senator Murray Schwartz
President
Honest Ballot Association
Floral Park, New York

STATEMENT OF THOMAS GEOGHEGAN, ESQ.

House Committee on Education and Work Force

Subcommittee on Investigation & Oversight

October 14, 1997

I have spent much of my life suing the Teamsters union, and I could hardly imagine even eight years ago I could see the democracy and fairness I see in the IBT today. Is it still short of the ideal? Of course. But it is way ahead of schedule that the most dreamy eyed reformer and U.S. prosecutor would have had in the 1980s.

I have been a lawyer since 1975. I am a graduate of Harvard Law School, and I began working with the reform group in the United Mine Workers. I worked for James Schlesinger, the Secretary of Energy in the 1970s, and then I returned to private practice. In the 1980s, I represented the Teamsters for a Democratic Union ("TDU"), especially in the RICO action filed by the U.S. Attorney, Mr. Giuliani. I have long been active with the Association for Union Democracy. Most recently I have served as the Deputy Election Officer in the presidential election in the Laborers Union.

Let me give you my history as a lawyer for TDU:

In 1980, I began to represent Teamster drivers in Chicago. Though I knew about the Teamsters Union's reputation, I was shocked. There were no fair elections. The officers had

whopping salaries (two, three or four salaries at a time!), they assaulted their critics on the union floor. They even ignored the innocuous letters I wrote asking about my clients' pensions.

And they beat people up. And killed them. The government's RICO complaint in 1989 listed 20 murders of dissidents, and many other beatings. I'd get calls late at night from wives, weeping, because their husbands were in the hospital. I remember how naive I was. They beat my clients unconscious at the union hall, or on the street, right in front of people. Once they picked up a stick, stabbed a man's eye.

As I found out more, I realized I was kind of an innocent. I simply didn't believe this could go on so routinely in America. I became used to visiting the FBI. I was used to seeing the U.S. Attorney.

And the local elections? Usually there weren't any. No one dared to run. They were merely acclamations.

Chicago was a tough town in these old days. It was the town where Dan Ligurotis, a candidate for International Secretary Treasurer, gunned down his own son in a union hall.

If he would shoot his own son, what was it like for the rank and file?

Or Bill Hogan, Mr. Hoffa's former running mate. He ran Local 714, which in turn ran the McCormick Place complex, the city's convention center, which many believe to be a nest of corruption. He had <u>eighteen</u> relatives on the payroll and bragged about it. But who could touch such officials?

People were scared, not just of violence, but of the loss of their jobs.

And here I don't mean people being weeded out of union offices. It was unthinkable back then that a union dissident could even hold a union staff job, as some do now. No, I mean ordinary drivers being run off the workplace, or blacklisted from trucking altogether.

Today? That overwhelming sense of darkness is gone. I don't say the union is as calm and peaceful and democratic as Switzerland, yet. But there are now frequent contested elections. There are turnovers in office. Candidates compete, and have real competing views.

And the main difference is: People aren't afraid now, in the deep bone-chilling way of the old days. In the end, there's no objective measure of that change but the sense of that is obvious to outside observers who have known the union then and now.

Yes, people still blow up at each other and shout, but it's in a whole new framework. Now they go to an Election Officer. They argue. They turn in their briefs. Yes, there is the occasional fight or scuffle. But it's the difference today when two guys may fight over Clinton and Dole...and the old days, when it felt like the KGB coming at midnight and getting rid of people for good.

I'd like to recall the history of the rank and file election remedy, which we owe to Mr. Giuliani, and indeed, the Reagan Administration, and its principled obsession with fighting organized crime.

In going after the mob, Mr. Giuliani did not simply want to wrack up a few convictions. He wanted to destroy it, root and branch.

The government's RICO suit in 1988 was the centerpiece of that effort.

Why was it so urgent for America to get the mob out of the Teamsters?

It was crucial because through the Teamsters the mafia had control over the transportation of goods. It was able to move contraband.

Some of that contraband was drugs.

The rank and file election process was a way to cut off the mafia's oxygen. In the late 1980s, I was privileged to represent Teamsters for a Democratic Union (TDU). I can recall the meetings in which TDU made the case for rank and file elections to Mr. Giuliani's office.

We argued that the U.S. Attorney should use the Racketeering Act to change the way the top leaders were elected. We wanted the government to reorganize the IBT to require direct rank and file elections of the top union officers.

What difference did that make?

What gave the mafia its power was the way the Teamster president was selected, by delegates sent from each local to the big union conventions: usually in Las Vegas. The local delegates were effectively handpicked by the local leaders. And many of these leaders were allies of the mob.

To become a Teamster president, one needed in effect the blessing of the mafia bosses.

By requiring the direct election by the rank and file, the consent decree cut off the mob's grip on the union.

And by requiring supervision by an election officer, the consent decree has changed, and continues to change, the union's political culture.

The 1991 election, which Mr. Carey won, was a miraculous event. It was similar to the experience that people must have felt in Poland, in Eastern Europe, when they could vote for the first time.

It was a shock to many outside observers that the rank and file actually threw out the old guard, all of them.

People not just in the Teamsters but in many other unions still feel the positive after-shocks of this event. It has changed everyone's sense of what Teamster members are like, and challenged the fatalism that institutions like the Teamsters are impossible to change.

Since 1990, many talented and distinguished American have contributed to the oversight of the consent decree. I can briefly mention Judge Frederick C. Lacey and Mr. William Webster, the former head of the FBI, but there are many others.

During the Carey Administration, the Independent Review Board has removed 200 Teamster officers. Mr. Carey has imposed 74 trusteeships of corrupt locals.

In any year of the Carey term, more people were removed, and locals reorganized than in the whole previous thirty years before his term.

There are no longer murders in the Union. There are not the dead of night beatings of union dissidents.

When people see wrongdoing, they are quick to go to the Election Officer. I know a fair amount about the work of an Election Officer, having served as a Deputy Election Officer in the Laborers.

I can tell you from personal experience that each case takes the most careful inquiry into the evidence presented by both sides. For that reason, I caution anyone against hearing and accepting one side's version of any episode, in a setting such as this.

While some may object that it is the government paying for this last election, I note that the Secretary of Labor routinely pays for the costs of supervising union elections. Moreover, there were unique, enormous public benefits in this case.

It's wrong to nickle and dime what was spent when the goal is to rid the country of the mafia, and organized crime.

This is a goal every American has a stake in. It goes beyond protecting Teamster members from murder. It goes beyond protecting the small businesses which would be run off by the mob.

The great public benefit, ultimately, is that we are destroying the entity, organized crime, which introduced the drug epidemic in our country and has caused incalculable evil, and wrecked millions of lives.

And in the meantime, we build democracy in the IBT. The old guard, the Hoffa crowd, just like the Carey forces, now have to go out and sell themselves to the voters. This change, which affects everyone, has turned the IBT upside down. Even those in the rank and file who stand up for Hoffa, and say, in the American tradition, "I was robbed," now have a role, have a voice, and a process that they never had before.

I urge you to nourish this transition to a better, more democratic, peaceful union. Do not undo the good work of Mr. Giuliani and so many others. Do not undermine reform. Do not take any step that could restore organized crime once again as a power in the land, and put a curse on generations yet to be born.

Statement of Darryl Sullivan,
Teamsters Local 745
to the
House Subcommittee
on Oversight and Investigation

October 14, 1997

Mr. Chairman, my name is Darryl Sullivan and I came here from Texas where I live with my wife and 12-year old son. I've been a rank-and-file member of Teamsters Local 745 in Dallas for 14 years. I work for Stone Container Corporation, which makes corrugated boxes. It's the only job I've had since I was honorably discharged from the army.

For the past 7 years, I've been elected by the people I work with to be their on-the-job Teamster shop steward. I'm proud of my union work on behalf of my co-workers. My wife is also active in her union. It is our belief that unions offer the only way for people like us to fight for a better future.

Since I only have five minutes, I'm just going to hit some highlights.

As you know, the 1996 Teamsters election is going to be rerun because consultants to the Ron Carey reelection campaign conspired to misuse union funds. As a rank-and-file member, I am grateful that my union has actively cooperated with that investigation. I'm also grateful that there is a Consent Decree, an Election Officer, and a U.S. Attorney in place to make sure that kind of wrongdoing is caught and punished.

Before the Consent Decree, members like me didn't have that kind of protection.

For many years, my local was headed by a dictator named T.C. Stone. When my wife and I spoke out for reform because the union wasn't standing up for the members, we were both threatened with bodily harm.

The local gave $750,000 of our dues money to a law firm to hold just in case the local officers were ever charged with corruption. In the past, there wouldn't have been a thing I could do. But because of the consent decree, my union brothers and sisters and I were able to file a complaint with the Election Officer appointed by Judge Edelstein. She investigated and wrote a 100-page report finding that the money had been improperly used and ordering every dollar returned to the union treasury. In retaliation, local officials arranged to have me fired from my job. I fought

them and got my job back -- but I lost five days' pay.

In 1995, T.C. Stone transferred thousands of dollars of our dues money into an improper fund to defeat General President Ron Carey in the 1996 Teamsters election. The fund -- called the Real Teamsters Caucus -- was paid for with union dues, not voluntary contributions.

In the old days there wouldn't have been a thing I could do. But under the Consent Decree, I was able to file a complaint. She found that over $100,000 had been misused. T.C. Stone and the other officials were ordered to return any money they hadn't already spent. T.C. Stone also was caught by the Election Officer funneling another $45,000 of our dues money to the Hoffa slate's campaign.

Let me tell you -- ever since reform began in our union, there've been a lot of unhappy union leaders. Our new leadership has gotten rid of the country-club atmosphere and the nepotism of the past. They now have to answer to the membership. It's only natural that some people don't like that.

Things are different everywhere you look. Before reform came to the Teamsters, you risked physical harm if you spoke up in union meetings. Now, everyone has a chance to speak. There's a lot of disagreement, but no matter which candidate you support in the election or what your viewpoint is, you now have a right to speak up and debate the future of our union.

As a rank-and-file Teamster, I ask myself what's behind these hearings. There's an old saying that action speaks louder than words. When I look at the recent actions of the Republican leadership, I see a consistent pattern of representing the interests of big corporations against working people like me.

I see the fact that corporations give at least 7 times more money to politicians than workers like me give through our unions.

I see people who tried to take away overtime pay for overtime work, let management choose workers' representatives, and gut job safety enforcement.

The top leader of the House, Newt Gingrich, wrote to President Clinton urging him to intervene on the side of management and force my union brothers and sisters on strike against UPS back to work without a settlement.

Republicans have tried to take away workers' pensions, health coverage, and other rights by making them independent contractors.

The House leadership has also tried to block federal supervision designed to ensure a fair rerun election for the top officers of our union.

These facts make me concerned about whether this committee will examine issues surrounding the Teamsters election in a fair and balanced way.

As I indicated at the beginning of my statement, I'm as concerned as anyone about the misuse of union funds. That's why I'm glad that these issues are already being investigated by the U.S. Attorney and the federal courts. I believe that these are the proper authorities to investigate these questions.

As you hold these hearings, I ask you to keep in mind that thanks to the Consent Decree and the election officer, members like me will have a chance again in January to decide our union's future through a democratic election. I urge you to let democracy continue to clean up the Teamsters Union. Thank you.

Department of Justice

STATEMENT

OF

JOHN C. KEENEY
ACTING ASSISTANT ATTORNEY GENERAL
CRIMINAL DIVISION

BEFORE THE

SUBCOMMITTEE ON OVERSIGHT AND INVESTIGATIONS
COMMITTEE ON EDUCATION AND THE WORKFORCE
U.S. HOUSE OF REPRESENTATIVES

CONCERNING

UNITED STATES v. INTERNATIONAL BROTHERHOOD OF TEAMSTERS

PRESENTED ON

OCTOBER 15, 1997

Mr. Chairman and Members of the Subcommittee:

Good morning. I appreciate the opportunity to be here today to discuss the Department of Justice's implementation of the 1989 Consent Decree in its civil racketeering action against the International Brotherhood of Teamsters ("IBT"), United States v. IBT, 88 Civ. 4486 (S.D.N.Y.). The Government believes that it has made great progress in reforming the IBT, but that continued efforts are critical to ensuring the reform of the nation's largest trade union. The continued supervision of the IBT election is a law enforcement priority.

The Government's Civil Racketeering Action

In 1986, President Reagan's Commission on Organized Crime described the IBT as the union "most controlled" by organized crime, having been "firmly under the influence of organized crime since the 1950's." La Cosa Nostra's strategy was to control the union by controlling the choice of the union's top leadership. Because selection of the union's top officers was controlled by a handful of leaders of the union's largest local unions and the members of the eighteen-member General Executive Board, La Cosa Nostra was able to dictate the union's leadership by controlling only a select few. As evidenced by testimony and recordings from court-ordered wiretaps, La Cosa Nostra secured the election of certain past presidents by "lining up the delegates." La Cosa Nostra reinforced its control over the electoral process through a pattern of violence and intimidation

against those who voiced dissent or attempted to challenge the mob's favored leaders. In the decades prior to the lawsuit, the Government had brought over 200 prosecutions involving IBT-related corruption at a cost of tens of millions of dollars and had obtained convictions against approximately 340 individuals, all without wresting control of the union from organized crime. Finally, in 1988, under Attorney General Richard L. Thornburgh, the Department of Justice commenced suit against the IBT, alleging that the IBT was a "massive racketeering enterprise" that had long been controlled by La Cosa Nostra.

The Consent Decree

On the eve of trial, the IBT and the Government entered into a Consent Decree that effected historic reforms of the IBT's disciplinary and electoral processes with the aim of ridding the IBT of corruption and ensuring the democracy of the union for the benefit of its members. Senator William V. Roth, Jr., of the Permanent Subcommittee on Investigations described the Consent Decree as a "landmark settlement agreement which provides for the eventual direct election of union officials, an unprecedented step for the [IBT]." Senator Sam Nunn of the same subcommittee described the Consent Decree as an "historic agreement" and noted that "the Subcommittee has repeatedly expressed its view that the union must free itself of any association with organized crime in order to adequately serve the interest of many honest and law-abiding rank-and-file members across the country."

The centerpieces of the Consent Decree are disciplinary and electoral reform. The Consent Decree provided for the establishment of a three-member Independent Review Board ("IRB") to investigate allegations of union-related corruption. The members of the IRB are former director of the Federal Bureau of Investigation and the Central Intelligence Agency William H. Webster, former federal district judge Frederick B. Lacey, and attorney Grant Crandall. The Consent Decree also provided for the first-ever democratic, rank-and-file election in the union's history, in 1991, and the second-ever in 1996. And it further provided that the first of these election would be supervised by a court-appointed election officer, and that the second election could also be supervised if the Department of Justice so elected.

Under the Consent Decree, the IBT was obligated to pay the costs of the supervision of the 1991 election and of the IRB. The IBT has estimated that it has spent approximately $44 million for the administration of the Consent Decree, including approximately $21 million for the 1991 election.

The Consent Decree provided that if the Government elected to have the 1996 election supervised, the Government would pay for such supervision. The Government elected to supervise the 1996 election because there was a real risk that organized crime would attempt to influence the 1996 election. Unsuccessful attempts at such influence were made in 1991, and the Department had been apprised by Government informants of both the importance of the IBT to the organized crime families and of

the intended efforts to regain control of the IBT in the 1996 election.

Effectiveness of the Consent Decree

The reforms effected by the Consent Decree are unprecedented. As United States District Judge David N. Edelstein, the judge overseeing the implementation of the Consent Decree, stated, "great progress has been made in ridding the Union of the heinous influence of organized crime." Salvatore "Sammy the Bull" Gravano, the former Underboss of the Gambino La Cosa Nostra family, has stated that the Consent Decree has damaged mob interests more effectively than any prosecution.

Through the actions of the IRB and the court-appointed disciplinary officers who preceded it, over 390 corrupt union officials and members have been sanctioned or removed, many on grounds that they knowingly associated with organized crime figures.

Similarly, by democratizing the process of choosing union leaders, the Consent Decree makes it more difficult for organized crime to control the selection of top IBT officials. The election supervision, which spans several years and oversees a multi-stage election process, includes the compilation of an accurate list of eligible voters among the union's 1.4 million members, the supervision of delegate elections in approximately 580 local unions across the nation, the printing, distribution, and collection of ballots both for delegate and international

officer elections, the planning and conducting of all elections, and the investigation and determination of approximately 1,500 election protests brought by union members and employer companies during the election process to ensure a corruption-free vote.

In addition, in both the 1991 and 1996 elections, the Election Officer supervising the 1996 election promulgated detailed rules. In approving the 1996 Election Rules, the District Court noted the importance of maintaining a set of election rules that was, for the most part, similar to the 1991 rules and, thus, already familiar to the IBT, its membership, and IBT employers. It should be noted that the improper actions that the Election Officer highlighted in her recent decision and that prompted her to call for a rerun election came to light only because of the election rules and their campaign contribution disclosure provisions that form an essential part of the supervision process. Thus, comprehensive supervision by the Election Officer remedies and deters attempts to corrupt the electoral process.

The Rerun Election

The Election Officer refused to certify the election and ordered that the election be rerun. The Election Rules governing the election expressly contemplate the possibility of a rerun. The Rules, which are adopted pursuant to the Consent Decree and approved by the District Court overseeing the Consent Decree and by the Second Circuit, provide that if the Election

Officer does not certify the election, she shall immediately order a rerun of the election.

The Election Officer's decision to rerun the 1996 Election was based on findings of improper campaign contributions to the Carey campaign from non-members. The proposed Rerun Plan, approved by the District Court, sets forth a number of additional restrictions on campaign contributions and has enhanced the disclosure requirements for such contributions.

Need for Continued Supervision

The Department of Justice believes that continued supervision of the 1996 IBT election is a law enforcement necessity. Such supervision is crucial to preventing organized crime from reestablishing its control of the Teamsters union and to ensuring the permanent success of the democratic reforms achieved as a result of the Department's civil racketeering action against the IBT.

As the statement of purpose of the Organized Crime Control Act of 1970 stated, organized crime drains billions annually from the economy by corrupting legitimate businesses and unions. By disentangling union and industries from the stranglehold of organized crime's influence, civil RICO suits disable La Cosa Nostra where it most directly affects the lives of law-abiding Americans. Civil RICO cases protect the integrity of contracts negotiated by unions and businesses, wage rates earned by workers, and ultimately the prices that individuals and

businesses pay for goods and services.

The Government has long recognized that only the sustained use of Government resources could accomplish the long-standing law enforcement objective of ridding the IBT of corruption and mob infiltration. In its 1986 Report to President Reagan, the President's Commission on Organized Crime concluded:

> At both the international and local level, the IBT obviously continues to suffer from the relationship with organized crime. Indeed, so pervasive has this relationship become that no single remedy is likely to restore even a measure of true union democracy and independent leadership to the IBT. Sustained commitment of governmental resources to dislodge organized crime from the IBT through a combination of criminal prosecutions, civil action, and administrative proceedings is the only approach that offers even a modest hope of success in the long run.

As the District Court has noted, great progress has been made in ridding the union of organized crime influence as a result of the Consent Decree. Hundreds of corrupt union officials have been removed or disciplined, members and candidates now actively participate in vigorously contested elections for International union officers, and organized crime (while not eradicated) is no longer able to conduct "business as usual" in the IBT. Continued vigilance, and in particular, comprehensive supervision of the 1996 rerun election is critical. As the District Court observed with respect to the 1996 IBT election, the

> invidious enemies of union democracy continue to thrive with a perverse and persistent energy. Rank and file Teamsters will watch this election with the hope that the Union will continue to be free and democratic. They will constantly be asking themselves whether the Union truly belongs to them. It is not just their interests that are at stake: The American public as a whole will benefit when this union of

> more than 1.4 million members is freed from the clutches of organized gangsterism. Union corruption takes an enormous toll on its members and the public. The sociological and economic cost it levies on society and on commerce is incalculable.

The Election Officer's decision demonstrates that comprehensive supervision was needed to prevent corruption from affecting the ultimate outcome of the election. If anything, such supervision is even more necessary for the rerun, and the failure to supervise could serve as a green light to corruption and organized crime. Continued supervision of the 1996 election is necessary to ensure an honest and fair election and to avoid the risk of undermining the significant reform efforts that have occurred. If the process of campaigning and balloting were obstructed by organized crime elements, immediate and effective investigation of Election Rule violations is possible only under supervision by the Election Officer. Judicial supervision is the best means of ensuring that the leaders of the IBT are elected fairly and democratically, and without corrupt influences. Thank you. I would be happy to attempt to answer your questions at this time.

Statement of Mr. Dane Passo[1]
Before the Subcommittee on Oversight and Investigations
October 14, 1997

[1] Redaction Notice: To protect the identities of any individuals referred to in this statement wherein allegations are made, the names are redacted from the oral statement of the witness. The names will be held in confidence by the Subcommittee on Oversight and Investigations, Committee on Education and the Workforce, for purposes of its ongoing investigation.

OPENING STATEMENT OF DANE PASSO

My name is Dane Passo. I am a member of Teamsters Local 705 in Chicago, Illinois, and have been for 23 years. For the past 19 years I have been employed by a company now known as ABF except for the period from 1992-1993 when I was employed by Local 705 as a business representative and organizer. I lost my position with Local 705 when Ron Carey placed the local union in trusteeship and appointed [redacted] as trustee, the same [redacted] whom I understand has been named by Jere Nash in his guilty plea in New York as being part of the conspiracy to funnel money to Carey's Campaign. Burke retained former 1991 IBT election officer Michael Holland and his firm to perform legal work for Local 705, and also appointed Gerald Zero as assistant trustee. Burke fired me without any specific reason being given.

In 1995, Local 705 conducted elections for local officers to bring the local out of trusteeship. Ten months before the election, Zero filed internal union charges with Ron Carey against me for allegedly disrupting union meetings by speaking at them. The usual disciplinary process would have required Zero to file the charges with an intermediate body, Joint Council No. 25, but he and Carey sidestepped this requirement in order to control the outcome. Carey referred the charges to the Ethical Practices Committee, whose members are appointed by him. The three-member panel who heard the case voted 2 to 1 to suspend me from membership for 6 months, thereby disqualifying me from running for union office for 2 more years. The dissent, chairman of the EPC and IBT Vice President Sam Theodus,

found that the charges were purely political in nature. I appealed this ruling to the IBT General Executive Board, who affirmed it, then I appealed it to the 1996 convention. No vote was taken at the convention since Carey refused to call most substantive issues for a vote, as he knew that the members had elected more Hoffa delegates to the convention than his supporters.

Mr. Zero's slate of candidates won the Local 705 election after the two other main opposition candidates and I were disqualified in the EPC hearings. Protests were filed over various election misconduct by Zero's slate, including having union employees campaign on working time. Joint Council No. 25 upheld the protests and ordered a new election, but the IBT General Executive Board reversed that decision. We appealed this ruling to the 1996 convention, but, again, Carey refused to call the matter for a vote that he knew he would lose.

On February 14, 1996, I and several other Hoffa supporters were peacefully leafletting the Local 705 meeting hall on behalf of the Hoffa campaign prior to the regular stewards' meeting. Zero, standing at the head of fifty of his supporters, ordered me to leave the hall. I told him that the election rules permitted me to be there and that I had confirmed my understanding with the local elections officer, Julie Hamos. I offered to show him the election rules, but he refused, saying "I don't give a fuck about the election officer or the rules, you're leaving". He then struck me in the head and kneed me in the groin, knocking me down four stairs to the ground floor. Several other of the people with him, which

included three officers and several business representatives of Local 705, proceeded to kick me while I was on the floor. As I lay there, Zero told me to get up and leave, I told him I was unable to stand, at which point he grabbed me by the hair and dragged me about ten feet to the curb. Zero is 6 feet tall and weighs over 300 pounds.

I was taken by ambulance to a nearby hospital where it was determined that I had suffered a lacerated kidney and contusions to the face.

Zero was convicted of two counts of battery by an Illinois trial court, involving me and fellow 705 member Nick Petrecca. Although the Internal Review Board ordered Local 705 to file charges against Zero for this attack, the local union referred the charges to Carey, who has done nothing for nine months. I immediately filed an election protest, and Election Officer Quindel ordered Zero to post a notice to union members notifying them that Zero had been found guilty of using physical force to remove me from the union hall for engaging in campaign activities. Unaccountably, however, Election Officer Quindel treated me as a trespasser on the night of the attack even though I presented her with evidence that Local 705 has permitted other members to campaign inside the hall in the past. She ordered me to also post a notice, saying I wouldn't trespass when I campaigned. I appealed her ruling, and Election Master Conboy noted that a physical assault was far graver than a peaceful trespass, and ordered Zero to mail his notice to each union member.

Four months after this incident occurred, Zero had a union steward that he appointed and two other members file charges against me. Zero appointed a trial panel, who found me guilty of disrupting union meetings and preventing others from entering the meeting. I have appealed this ruling and await its outcome. The penalty imposed on me is to prevent my attending the Local 705 meetings in October, November and December. The October meeting, scheduled for this Sunday, will focus on the nominations for officers election to be held in November, in which I will head a slate to oppose Zero. Zero timed the recent ruling of the trial body in order to prevent my being at the nominations meeting in an attempt to embarrass and discredit me and my slate.

Thank you very much. I'll be pleased to answer any questions.

Statement of: Barbara L. Dusina

International Organizer

International Brotherhood of Teamsters

Member, Teamsters Local Union 473

Hopefully, my presence here today will enlighten this committee about some of the coercive tactics and methods the International Brotherhood of Teamsters (IBT) used to raise funds from staff, before, during and after the Teamsters 1996 Convention.

I was required to contribute $50.00 per month, for nine (9) months. There was an "unspoken" message that if any staff person did not contribute, they would be unemployed after a Carey victory. The suggested amount was $100.00 per month. My spouse and I decided we could only afford $50.00 per month. My husband has been unemployed for four (4) years. I have one married daughter attending college and we try to help her when we can.

Along with the required monthly contribution, on at least three or four separate occasions, I was also expected to buy fund raising tickets.(June'96 $250.00, 2 fund raisers at the Convention: 1 boat ride & dinner $250.00, 1 Carey rally $150.00.) I did not purchase or attend any of these fund raisers.

I refused, not only due to lack of funds, but primarily so I could remain neutral.

I am an International Organizer. My position requires cooperation from local union leadership where I am often assigned. If the local leadership perceives your motives as political or otherwise disingenuous, you are not welcomed. Without leadership investment in an organizing drive efforts are often futile and many times unsuccessful. Many Organizers, including myself, believe we are to serve each local Union and each member with the same level of International staff, energy and commitment, regardless of any particular political affiliation I have friends on all sides of the political spectrum.

Convention Assignment Meetings June 1, 2 & 3.

I was directed to fly to Washington D.C. on June 1, 1996, to receive my International Union convention assignment.

The Saturday preceding this trip, I received several long distance phone calls—at least four—regarding a $250.00 fund raiser for Ron Carey coinciding with the meeting in Washington , D.C. The first call seemed informative as to place and time, the second call seemed to be an invitation,

the third and fourth calls were more demanding. When I declined, I was told, "perhaps you should reconsider your priorities." "Ron really needs the money, and you know if Hoffa wins, you will be gone." The same co-worker made all four (4) phone calls and is someone who reports directly to my boss. Thousands of dollars in staff, air fare, pay and perdiem, accommodations and the like cost dues payers and tax payers, thousand of dollars. I was never given a convention assignment.

Convention July 1996-Philadelphia, Pa.

After the sudden and on-the-job death of a co-worker on June 21, 1996, I asked permission to be excused from the convention. I was told my attendance was mandatory. For my own protection and credibility, I made a decision to remain as neutral as possible. At that forum, I did not wear buttons, hats, T-Shirts or any identifying paraphernalia.

During the convention, I was very frustrated when I was required by my employer to vote on issues I was not familiar with. As an unelected delegate I was not comfortable deciding the fate of others or their issues, many of which were either unrelated to organizing or my own membership. The incumbent's supporters would hold up reversible signs with "Yes" on

one side and "No" on the other side so uninformed voters, like me would know how to vote.

If an issue arose which I personally felt strongly about but was not popular with my employer, I would simply stand in the rear of convention center and determine, by the length of the line, whether my vote would make a difference I was approached by a co-worker and told "we know what you are doing". I considered this surveillance and felt both threatened and intimidated.

Despite assurances from the podium and the International Union constitution, that there would be no roll call of votes, when I saw the electronic scanning devices scan my ID badge and the computer screen register Barbara L. Dusina Local 473 and "Yes" or "No" I knew something or someone was not being honest about the alleged "secrecy" of our votes. I registered a complaint with no response. The entire Convention experience lacked respect, honesty or basic courtesy toward co-workers even as members of the same union.

Closing

I have worked for three different general presidents during my tenure as a Teamster Organizer or Business Agent, and I have always conducted

myself professionally, acting on behalf of the leadership, whoever they were. Every leader should expect no less than respect, honesty and loyalty. I have never voiced an opinion when asked by a member, "How should I vote?" I have always remained neutral and responded with "vote your conscience on who you believe can best serve the membership."

The irony of this entire situation, based on my experience in both political organizing and union organizing is that the debacle could have been avoided. I believe in democracy, but I have learned, the hard way, that when coercion, dishonesty and intimidation are ingredients in a recipe for victory, no one is served and in this case the members as well as the taxpayers got cheated.

Statement of Mr. Wesley Coleman[1]
Before the Subcommittee on Oversight and Investigation
October 14, 1997

My name is Wesley Coleman. I live in Beaumont, Texas. I have been employed with Wilson Warehouse in Orange, Texas since 1990. I joined the Teamster Union in 1991 and am currently a member of Local Union 988. I was elected alternate job steward in 1993. I became a member of Teamsters for a Democratic Union (TDU) in 1996. I enjoy doing volunteer work for my union and I'm proud to be a Teamster.

In July 1996, I injured my back at work. In August 1996, the doctor removed me from work because the company would not abide by the light duty restrictions. In January 1997 I underwent surgery (vertebral fusion) on my back. In the fall of 1996 around September/October I was asked to come to Houston and do some volunteer organizing. They needed my help in the UPS part-timers campaign. We had approximately 1500 UPS part-timers that were not in the union. The UPS contract was about to expire and we needed to get these part-timers signed up to build support for the contract , and to also help on the Overnite Campaign in Houston. I was also aware that they were doing some campaigning on behalf of President Carey.

Once I arrived in Houston, I became aware that there was not much organizing being done. The entire organizing staff of 6 to 8 people was doing nothing but campaigning for President Carey. We would spend 90-95% of our time campaigning for the President. We were using the local union equipment to reproduce the campaign literature and were using the colored paper that was bought for the UPS campaign.

We were instructed to do this by [redacted], IBT organizer. [redacted] received his orders from [redacted]. [redacted] is an International Representative. It is my understanding that [redacted] came to the Teamsters from the Coal Miner

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Union, and was brought to the Teamsters union by [redacted], which is the special assistant to President Ron Carey.

Even though I knew what we were doing was wrong, I was lead to believe that if Mr. Hoffa won the election that he would destroy our union. So I justified what we were doing as, "one of those wrongs that was right."

In December 1996, President Carey won re-election.

In January 1997, the International lost the organizing campaign against Overnite Transportation in Houston. I believe that campaign was lost because there was no work done on that campaign after the Overnite Campaign was lost all the organizers left Houston, after only signing up 260 - 300 part-timers.

I believe that the UPS part-timer campaign was just a front so the International could have people there campaigning for President Carey.

I also believe that this probably happened in every local that was under trusteeship in 1996.

In March 1997 Local Union 988 came out of trusteeship and we had an election for officers. This election was conducted by [redacted] under the direction of the International union. This election had numerous improprieties. I believe this election was rigged and I believe that the International union played a part in that wrong doing.

Once the local union election was over and we were waiting for a ruling from J/C58 on the election protest, the retaliation began.

The new administration began to retaliate against anyone who did not support Chuck Crawley and his slate. Chuck and his E-Board began suspending members from the Union, removing elected stewards, and not hearing charges against his people.

And when I started speaking out about all the wrongdoing that I witnessed in the past elections (IBT and Local) , I was physically assaulted by Local 988 Business Agents. They jumped me inside the Union Hall, right after the union meeting. They all knew that I had back surgery, but did not care.

There has been charges filed with all the appropriate officials. But so far, we have not received a *fair* hearing in any of the above listed matters. I have been questioned intently by the Independent Review Board (IRB). The IRB has received numerous sworn statements from myself and other witnesses. We are unsure how the IRB will rule, so we are here asking for your help.

The consent decree was established to give the union back to the members. Well, that isn't what has happened. The union has been taken from the members. And if you speak out against them, they will just *"whip you into shape."*

I challenge you, enforce the consent decree to the fullest extent. Trusteeship the International Union and give it back to its rightful owners, *THE MEMBERS.* Thank you.

Statement of Vincent R. Hickman[1]
Before the Subcommittee on Oversight and Investigations
October 14, 1997

Please let me introduce myself. My name is Vincent R. Hickman and I am employed by the International Brotherhood of Teamsters as an International Representative.

I am here today to enlighten you as to what transpired during the past year or so leading up to the Teamsters general election and what transpired after the election.

In 1995, I received a call suggesting I donate $100.00 per month to the Ron Carey campaign because this will make our division look good. I was told to make checks payable to "Team Pride" and was given a Washington, D.C. address. I donated for a couple months and then suspended payments. In February 1996 I again received a call reminding me about my $100.00 per month to the Ron Carey campaign. I didn't appreciate being told how much I had to donate, but I didn't say anything because of the fear of retaliation and I needed my job. As if the $100.00 per month donation wasn't enough, while at the convention, I was reminded that I was expected to attend a fund raiser at a cost of $150.00 . I didn't want to attend but because of the attitude of the present staff I felt I had no choice but to attend. I made sure all the right people saw me and they all said "Glad you came, we need your support." To add insult to injury, in March of 1997 I received a call and said they are counting on me purchasing a ticket to the Inauguration for $125.00 to an event I had no intention of attending. I told the caller that I have a bitter taste in my mouth for what the IBT just did to me and I felt my job was in jeopardy and I asked "If I buy a ticket, do I have job security?" I was advised you know you're needed in the Airline Division. In about a week, I got a call reminding me that my $125.00 was not received yet. I eventually remitted a check for $125.00 . In June 1997 I received an envelope containing 100 tickets at a cost of $20.00 each to raise money to pay off Mr. Carey's campaign debt.

While at the convention, I had a conversation with the Airline Director concerning the non-hiring of Ken Doughery into the Airline Division. I was told "I wanted to hire Ken, but because he burnt his bridges I was advised not to hire him." I questioned him what he meant by "burning his bridges." You know he filed charges with the election officer and his vocal support for Mr. Hoffa. I thought this was to be a democratic election and you can support the candidate of your choice.

I was not an elected delegate to the convention, but yet I was forced, against my wishes, to attend the convention and was advised I was also a voting delegate. This was

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not the case with me for the 1991 convention. I have friends on both sides and, therefore, I never wore any campaign buttons or carried any signs so as to remain neutral. There was never a secret vote whenever a roll call vote was called for. Depending on what proposal you were voting for, you had to pass through certain lines and as you entered a certain area your I.D. was scanned and your name appeared on the computer screen and they know how you voted. I questioned this and was told "I am only doing what I was told to do."

In September 1996, I attended a picnic hosted by local 769. By me attending this picnic, I was accused of being a Hoffa supporter and there was some question of a donation to the T. C. Stone campaign. I received a number of calls questioning my loyalty because of me purchasing a Hoffa shirt and the questionable donation. Not only did I get calls but a clerical worker of LU #390 received a call from Mr. Carey concerning me attending a Hoffa rally and not the picnic. The reason the Carey supporters felt this insecurity is because local 769 were strong Hoffa supporters.

In February 1996 I was assigned as Trustee of LU #390 in Miami, FL. During the first couple of months I was requested to meet with Mr. Carey. At these meetings, Mr. Carey kept telling me that he wanted my star to shine and at one meeting he said he was giving me a $10,000.00 pay raise because of the excellent job I was doing. By the way, I still have not seen that pay raise. This enthusiasm came to an abrupt end after my attendance at LU #769 picnic. I kept getting calls that I was going to get replaced as trustee because of my loyalty. I heard this so much that I finally called V.P. Aaron Belk and Mr. Carey's office to see where I stood. It was confirmed by both Mr. Belk and Mr. Carey's secretary, Moni Simpkins, that they appreciated the job I was doing and no changes were going to take place. Mr. Belk also approved to extend my lease of my apartment by six (6) months which would take me to November 1997. Three (3) weeks after I extended my lease, I received a call from Mr. Belk advising me that they are making a change and that [redacted] would replace me on February 24, 1997. This change was not being done because of my job performance, but because there were many personality fires and a new face might stem the fires. I was assigned back to the Airline Division working out of Aliquippa, PA. This move was nothing more than a political favor and to save [redacted] from losing his position with the GA/FL conference. Mr. [redacted] switched his support to Mr. Carey. During Mr. [redacted] tenure as trustee, Mr. [redacted] brought reproach to local 390 and the IBT by misuse of funds. These, along with documentation, were forwarded to both the IRB and the International but no action was taken. To also show you how they protect their supporters, a few international officers approved a merger of Mr. [redacted] fading local into local 390 in Miami; this was done without any kind of input from local 390 members.

Thank you for letting me take up your time here today. I will try and answer any questions you may have.

Statement of Bob Kreuzer[1]
Before the Subcommittee on Oversight and Investigations
October 14, 1997

I have been employed for approximately 2 years and 10 months as a Project Organizer for the IBT through a local union and joint council. As a Project Organizer it is my job to work at all locals and represent all the members. On occasion I have worked on more than one organizing campaign at a time, as okayed by the IBT.

I became involved with the Election Officer's office as a result of things I was asked to do and issues I was told about. There were things I considered violations that where not perceived as violations by [redacted]. It appeared in speaking with [redacted] that the Election Officer's office was not acting independent in this investigation.

My feelings concerning this matter were reinforced on August 22, 1997 during a conference call from Bob Muehlenkamp, Director of Organizing at the IBT in Washington, DC The purpose of the call was to discuss the successful outcome of the UPS strike and the upcoming Labor Day activities. The conference call consisted of other organizers, representatives field service employees, as well as myself. During this call Mr. Muchlenkamp was asked if he had seen CNN that morning which aired the fact that the election officer had ordered a rerun of the election.

In his reply, Mr. Muehlenkamp stated, two separate times, that we had known of this decision for sometime but did not know when it would be released to the press. In speaking of the election rerun he referred to it as just one more mountain to cross. It was at this time, during this conversation, that I began to feel that the election office was not independent and in fact has a leak.

The following is a list of issues I discussed with [redacted], which were supposed to be confidential. I believe some of this information was given back to the IBT, I also feel some was overlooked and never addressed.

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1. I was told it would be in my best interest to give a donation to Ron Carey's re-election campaign or buy raffle tickets. By doing so this would help assure my chances of a full time job. And if Ron Carey didn't win we could all loose our jobs.

2. The hiring of some Project Organizers, before the convention, and special assignments given to staff members was done to aid in the re-election of Ron Carey. [redacted].

3. Two members of the Ron Carey re-election committee, and staff of IBT, talked about how they were going to have the "unfriendly" locals put into trusteeship. They said there were 72-76 locals that fell into this category. [redacted]

4. I received calls from the IBT building during working hours informing me of how to assist the Ron Carey re-election campaign when working out town. This conversation was taped and given to the election office. [redacted].

5. Hats and raffle tickets where delivered to my home by UPS. The box included hats, raffle tickets, and a letter addressing Representatives and Organizers stating that the goal for tickets sales had not been reached. I have a copy of this letter.

6. IBT staff were working out of a Joint Councils making campaign literature during working hours.

7. Representatives, Organizers, and Field Service staff were called to go to Washington, DC for June 1,2,3, 1996. To receive assignments for the convention. Upon arrival we were told that there were no assignment to be given out. But on this same weekend that all Representatives, Organizers, and Field Service staff were brought to Washington DC there was a $250.00 per plate dinner to support the Ron Carey re-election campaign. We were all told to go to the campaign....We were all told to go to the campaign election office and were instructed there on how we could help with this campaign when working out in the field.

8. I felt the trip to Washington, DC was a misuse of union funds. I asked [redacted] for figure indicating the amount of money spent to send

Representatives, Organizers, and Field Staff to DC, plus calls made from the IBT building concerning the campaign and the salary of workers working on the campaign from the building. I requested this information and questioned what could be done about it. Following an investigation of the issues I just presented I received a $200.00 check back for raffle tickets. I believe the joint council had to pay for staff working on the campaign. Other than that I am unaware that action was taken on any other issue.

I feel I have been passed by for a full-time position as an international Organizer due to the fact that I would not campaign for the re-election of Ron Carey, or anyone else running for office. Other International Organizers have been hired who were willing to and did campaign for Ron Carey, while I remain a Project Organizer.

I strongly feel there is no place for politics in the organizing field. In order to perform your job effectively you must remain neutral to represent all members of the International Brotherhood of Teamsters.

WRITTEN TESTIMONY OF BARBARA ZACK QUINDEL

Before the Subcommittee on Oversight and Investigations of the Committee on Education and the Workforce

October 15, 1997

My name is Barbara Zack Quindel. I am a partner in the law firm of Perry, Lerner, Quindel & Saks in Milwaukee, Wisconsin. I have lived and worked in Milwaukee since 1979, practicing labor and employment law.

During the 1991 International officer election for the International Brotherhood of Teamsters ("Teamsters"), I served as a Regional Coordinator under the direction of Election Officer Michael Holland. On May 30, 1995 I was appointed Election Officer for the Teamsters by the Honorable David N. Edelstein, United States District Judge, and I served in that capacity until I stepped down effective September 30, 1997.

I appreciate the opportunity you've given me today to describe the work of the Election Office during the 1996 International officer election. To understand my work, I think it is important to know some of the background to the election. The Teamsters have been and continue to be the largest private sector labor union in the United States, if not the world. There are currently 1.4 million members of the Teamsters, a number greater than the voting age population of more than 17

states. The Teamsters membership extends throughout the contiguous 48 states, Hawaii, Alaska, Guam, Puerto Rico and all of Canada.

As you know, for many years the Teamsters were marked by corruption and dominated by organized crime. In response to this problem, the Justice Department brought a civil racketeering lawsuit against the International Union and its leaders in the United States District Court for the Southern District of New York in 1988. In order to resolve that lawsuit, the government and the Teamsters entered into a Consent Decree which was approved by the District Court in 1989.[1] The Consent Decree provides for an appointed panel, the Independent Review Board, to investigate and discipline Teamster officials and members found to have engaged in or to have tolerated corruption.

The Consent Decree also sought to eliminate corruption by requiring that International officers be "elected by direct rank-and-file voting by secret ballot in unionwide, one-member, one-vote elections . . . ."[2] The Decree provided for a Court-appointed Election Officer to supervise rank-and-file elections of delegates to the Teamsters Convention in 1991, followed by a rank-and-file election of Teamsters officers from among the candidates nominated at the Convention.

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[1] United States v. IBT, 88 Civ. 4486 (S.D.N.Y. March 14, 1989).

[2] Consent Decree at ¶ 12(D)(vii).

In preparation for the first rank-and-file election in 1991, the District Court ordered that the Election Officer not merely monitor the Teamsters's conduct of the election, but actually conduct every aspect of the election process himself.[3]

Election Officer Michael Holland conducted the 1991 Teamsters election and, in January 1992, certified the results to the Court. As agreed in the Consent Decree, the Teamsters paid the entire cost of the 1991 election.

The Consent Decree also provided that, at the government's option, the next Teamster election, to be held in 1996, would either be supervised by the Department of Labor or a Court-appointed Election Officer, but that the cost of the election would be borne by the government. In February 1995, the Court ordered that the 1996 International officer election would be supervised and conducted by a Court-appointed Election Officer and that "it is the intention of the Government and the IBT that the Election Officer function in 1996 as similarly as possible to

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[3] In approving the rules for the 1991 election the Court stated:

> Complete supervision of all facets of the election process is the only way to guarantee the integrity of the elections and encourage extensive rank and file participation. To that end, the Election Officer must oversee each and every facet of this election in order to prevent any possibility of fraud, coercion, intimidation, harassment, or threat in any of its varied forms.

United States v. IBT, 742 F. Supp. 94, 106 (S.D.N.Y), aff'd, 931 F. 2d 191 (2d Cir. 1991).

the 1991 Election Officer." As noted above, I was appointed Election Officer in May 1995.

The 1991 delegate and International officer election cost approximately $21 million. (In current dollars, this would represent a cost of almost $25 million.) In 1993, the development of the budget for the next election began with a "bottom up" analysis, in which a cost was assigned to each task known to be necessary from the Election Officer's experience in the last election, and determined by the Department of Justice and the Election Officer to be necessary for the upcoming election.

The budget developed for the 1996 election projected an expenditure of $21.2 million spread over four fiscal years: FY 1994 through FY 1997. This budget covered all three phases of the election--the delegate elections, the Convention nomination voting by delegates, and the rank-and-file mail balloting by all union members.

The Department of Justice submitted the budget for the Election Officer's supervision to Congress as part of its request for authorization to expend the necessary funds. Congress authorized expenditures for the election supervision for fiscal years 1995, 1996, and 1997. Pursuant to a resolution of the House Judiciary Committee in the fall of 1995, the Department of Justice, Department of

Labor and the Teamsters submitted a report in February 1996 on the financing of the election, which included detailed information about the budget and administration of the election.

I submitted quarterly financial reports to the Department of Justice. Despite unanticipated additional costs, the total cost of the 1996 election to date is approximately $17.5 million. Thus, the election activities contemplated by the initial budget were completed 17% under budget. I also provided detailed information about particular costs associated with the supervision effort in my letter of September 30, 1997, responding to a request for information by this subcommittee.

Under the Consent Decree, I acted in two different capacities. As an administrator, I supervised each step of the mechanics of the election. As an adjudicator, I investigated and evaluated evidence and issued written decisions on protests filed by Teamster members. I am happy to share with you today any information you may desire on the process of running the election. As an adjudicator of protests, my protest decisions have to speak for themselves. I am not at liberty, therefore, to supplement them by discussing further the details of my investigations or my deliberations, although I would be happy to point you to written decisions relevant to any inquiry you may have.

The basic requirements for the election are set forth in the Consent Decree, as implemented by the election rules issued by the Election Officer. In preparing the rules, the Election Officer reviewed the Consent Order, the Teamsters Constitution, the 1991 rules, the relevant labor law precedents, and the 1992 written recommendations of Election Officer Holland.

The Election Officer also consulted with representatives of the United States Department of Labor and the United States Attorney's Office for the Southern District of New York. Twenty hearings were held in 11 cities in the United States and Canada to explain the proposed rules to Teamster members and solicit their comments.

Based on the above, the election rules were issued on April 24, 1995, and submitted to the District Court for approval. Interested persons were given an opportunity to litigate objections to the rules before the District Court, and several union locals and one employer did so. The District Court approved the rules in their entirety in a lengthy opinion issued in August 1995. The rules were affirmed following appeal to the United States Court of Appeals for the Second Circuit.[4]

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[4] United States v. IBT, 896 F. Supp. 1349 (S.D.N.Y. 1995), aff'd as modified, 86 F. 3d 271 (2d Cir. 1996).

As Election Officer, I also later issued and filed with the Court three sets of proposed supplementary rules to govern the conduct of nominations at the Convention, access by the media to Convention proceedings, and the actual count of ballots. The proposed rules involving election procedures were distributed to all Teamster affiliates and all declared candidates so that they could make their positions known to the Court. The supplementary rules were approved by the Court.[5] I have made available to the Committee copies of the rules used by the Election Officer in conducting the election, together with the opinions of the Court approving the rules.

In the Spring of 1995, Election Office Headquarters opened in Washington, D.C. to provide central administration of the election process. I was present in the Washington headquarters 2-4 days per week, on an almost weekly basis throughout the election process. I hired staff, approximately 25 employees at the peak, to assist in carrying out election operations, and to perform the financial and other administrative work of the office.

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[5] Supplementary Election Officer Rules for the 1996 IBT Convention Floor Nominations and Nomination Voting (Application III, approved by Court May 23, 1996); News Media Access Rules for the 1996 Teamsters International Union Convention (Application IV, approved by Court July 1, 1996); and Supplemental Rules for the 1996 IBT International Officer Mail Ballot Election (Application VI, approved by Court October 30, 1996).

Delegate elections

The first stage of the Teamster election process was the holding of delegate elections. During the period from September 1995 through April 1996, each of the 568 Teamsters local unions nominated and elected delegates to the International Convention, where candidates for International office would be nominated. Election office staff reviewed the local union election plans for delegate elections, and I ultimately approved each plan. A representative of the Election Officer attended a nominating meeting of each of the 568 local unions to conduct the nominations. Out of those unions, 275 had contested elections for delegates, which required a mail ballot election.

For each of those local union elections, I managed a centralized printing and mailing operation from our headquarters in Washington, D.C. which designed, printed and mailed ballots to all members of the local union. The ballots were returned to the Election Officer representative in the regional area who, using Election Office temporary staff, counted ballots in the presence of observers for all candidates. In this way, 1,761 delegates and 748 alternates were elected to attend the Convention.

In order to run the delegate elections, I engaged 22 individuals to function as Regional Coordinators throughout the United States and Canada. I also

approved the hire of Adjunct coordinators to assist the Regional Coordinators in carrying out their duties. The Regional Coordinators were former employees of the Department of Labor or National Labor Relations Board, labor lawyers, or retired officials from other unions with extensive experience in union elections. Many of the Regional Coordinators had participated in the 1991 election. They understood the process and knew many of the Teamster officials with whom they would be working. I conducted two intensive training sessions for the Regional Coordinators.

International Convention

The next stage of the process was the actual nomination of candidates for International office, which took place at the Teamsters International Convention in Philadelphia, Pennsylvania on July 15-19, 1996. The Consent Decree requires that each candidate for International office receive 5% of the votes in a secret ballot election among the delegates in order to be successfully nominated and appear on the November ballot. I certified the credentials of all elected delegates. During three days of the Convention, I presided over the floor nominations of candidates for International office and conducted the three secret ballot votes using electronic voting machines. While most of the Convention was in the hands of the International Union and the delegates, those aspects of the Convention

related to nomination of International officers were completely controlled by me and my staff.

International Officer Mail Ballot and Count

The next stage of the process was the actual election of International officers. This involved printing and mailing ballot packages to be sent to more than 1.4 million members potentially eligible to vote. Returned ballots were picked up daily from the post office and transported to ballot security rooms which were guarded 24 hours a day at a secure count site. In addition to my regular Election Office staff and Regional Coordinators and Adjuncts, I hired over 500 temporary employees for the count process.

Starting on December 10, 1996, we began to process and tabulate ballots from eligible voters on electronic voting machines. Prior to counting the ballots, Election Office count workers checked the eligibility of all voters. Unlike public elections, persons on the Teamsters membership list were not predetermined to be eligible voters. I challenged certain members' eligibility to vote based upon a computer generated eligibility list prepared under my direction. Count workers compared each ballot return envelope to the eligibility list, and challenged ballots were segregated, to be resolved later if necessary.

The processing of the unchallenged ballots involved sorting, opening, and removing the secret ballot envelopes from the outer envelope, opening the secret ballot envelopes to extract the ballots, and tabulating the ballots on electronic counting machines. The initial count of unchallenged ballots took five days, with the election workers working two shifts per day.

All of this took place in full view of observers for each candidate or slate. Each candidate or slate was entitled to up to 39 observers who could be on the site at the same time. Observers from each candidate or slate were also allowed to sit outside the ballot security rooms 24 hours a day.

As a result of the initial count, the margin of victory for most of the candidates was less than the total number of challenged ballots. The closeness of the vote required substantial additional work. Election Office staff methodically resolved ballots previously challenged by the Election Officer by determining the individual voter's eligibility. For certain groups of challenged voters, the Election Office contacted approximately 1,000 employers to verify dues payments. Ballots which were declared eligible were then counted in four supplementary counts. The last supplementary count took place on February 27, 1997. Under the election rules, any candidate who lost by less than 3% of the vote was entitled to demand a recount. A request for a recount was made, and the 463,582 ballots from members

determined to be eligible were again counted by electronic counting devices on March 24-27, 1997.

Protests

There is another important aspect to the election process, and that is the Election Officer's responsibility to investigate and adjudicate protests filed by Teamster members who allege that the election rules were violated. The protest system allows the Election Officer to quickly investigate and, if necessary, remedy such problems as denial of access for campaign purposes, improper use of union or employer funds or resources, retaliation against Union members for supporting a particular candidate, and threats of violence.

During the 1996 election process, over 1,500 protests were filed with the Election Officer. Each of the protests was investigated as necessary and resolved with a written decision. To accomplish this work, Regional Coordinators conducted interviews, reviewed documents and videotapes, and, where necessary, personally inspected locations involved in disputes. My staff included a Protest Chief and as many as seven lawyers who drafted decisions, researched court and previous Election Officer decisions, and assisted in investigations.

Under the Rules, the Election Officer has broad power to fashion appropriate remedies. As stated in my decisions, the Election Officer chooses a

remedy "in light of the nature and seriousness of the violation, as well as its potential for interfering with the election process." Following this principle, I issued a variety of remedies. I imposed fines for the first time in this process. I ordered the return of prohibited contributions, overturned retaliatory disciplinary actions, ordered campaign mailings for candidates, published notices in Teamster publications regarding violations and ordered notices posted on local union bulletin boards. In sum, I took a wide-range of remedial action designed to address the violation and eliminate interference in the election process.

Every protest decision notified the parties of their right to appeal my decision to the Election Appeals Master, former United States District Judge Kenneth Conboy. Any party could also appeal the decision of Mr. Conboy to the District Court and the United States Court of Appeals for the Second Circuit. In the course of the election, more than 300 cases were appealed to the Election Appeals Master and personally argued by an Election Officer representative and representatives of the other parties to the protests. A small number of the Election Appeals Master decisions were appealed to the District Court.

Campaign Finance Reporting and Disclosure

An important part of the Election Officer's duties is to monitor campaign contributions and expenditures. Thus, the supervision effort included extensive

campaign contribution and expenditure reporting and disclosure requirements.[6] As you know, in August 1997, I issued a post-election protest decision in which I refused to certify the election based on prohibited campaign contributions received and used by the Carey campaign. These illegal contribution schemes came to light because of the contribution disclosure provisions that form an essential part of this supervision process.

Under federal labor law, there is no requirement that union candidates disclose or report on campaign contributions or expenditures. Nor does the Department of Labor require such reporting when it supervises a union election. Under the election rules for this process, however, every candidate and slate of candidates for International office had to file a report detailing their contributions and expenditures. Eight such periodic reports were required to be filed by each candidate and slate with the Election Office over the course of the election.

The Election Office designed the Campaign Contribution and Expense Report ("CCER") forms, along with detailed instructions for completion. On December 15, 1995, I issued an *Advisory on Campaign Contributions and*

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[6] Federal law and the election rules prohibit candidates from receiving or spending monies from employers or unions for campaign purposes. The term "employer" is broadly defined to include any person or entity which employs someone - even if it is not an employer of Teamster members.

Disclosure. This 21-page booklet provided further clarification to the rules on campaign contributions and expenditures. In January 1996, I conducted a several hour training session for candidates regarding the rules on campaign contributions and expenditures, including a detailed explanation of the disclosure requirements and forms. My staff and I had prepared samples of completed forms which gave examples of how various contributions and expenditures should be reported; these were distributed and discussed. I have provided the Subcommittee copies of the *Advisory* and the CCER forms and instructions.

Election Office staff reviewed the submitted CCER forms and frequently made inquiries and requested further information regarding reported contributions. As a result of these inquiries, candidates and slates were required to produce additional information sufficient to establish that the contributions were permissible. Absent sufficient information to support a permissible contribution, I directed that the contribution be returned.

In addition to Election Officer review, candidates for International office were permitted to inspect each other's disclosure forms. This frequently generated protests regarding the permissibility of various reported contributions.

As you can see, conducting the 1996 election involved a great deal of work by many people. The parameters of the election were set by the Consent Decree

mandated by the Court. The rules used to guide the specifics of the election process were also approved by the Court after an opportunity for candidates and interested parties to object. All protest adjudications provided for prompt appeals to the Election Appeals Master, the District Court, and ultimately the Second Circuit, if desired.

Finally, I made quarterly reports to the District Court as to all of my activities, including a detailed report on my decision to hire major vendors for the count process. Thus, my work was subject to the continuous oversight of the District Court.

The Decision to Order a Rerun Election

Following the balloting for International officers, I was required to determine whether the election would be certified. Such a determination follows an investigation into any violations that may have affected the outcome of the election. Under the rules governing this election, as well as federal labor law, if there are violations which may have affected the outcome of the election, the election must be rerun.

After receiving and reviewing the CCER from Teamsters for a Corruption Free Union, a committee of the Ron Carey Campaign, in December 1996, I decided to begin an inquiry into these contributions. After our investigation

began, the campaign for candidate Jim Hoffa filed a protest on the same subject. On August 21, 1997, I issued a decision that reviewed in detail the facts concerning certain contributions to the Carey Campaign, my investigation of those facts, and the reasons for my decision to rerun the election.[7] In my decision, I found that the improper contributions were used to fund a last minute campaign mailing on behalf of the Carey Campaign, and that the campaign mailing may have affected the outcome of the election. Thus, I determined that the protest must be granted.

Unfortunately, the violations that were the subject of my decision occurred late in the election process. Because these contributions were made during the last reporting period prior to the count, they were not revealed until December 1996, when Teamsters for a Corruption Free Union, a Carey campaign committee, filed its CCER. At that point, the ballots had already been cast.

While the path that led to the discovery of these violations began with our campaign finance reports, my decision explains how the deception and untruthfulness that characterized the participants in these violations made investigation more difficult. However, an extensive investigation was performed

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[7]Cheatem, Post-27-EOH (August 21, 1997), aff'd in part, 97-Elec. App. - 322 (KC) (October 10, 1997).

and I was ultimately able to present the factual background and analysis necessary to make the decision on certification that the Consent Decree and the rules required of me.

So, while the bad news was the existence of these violations, the good news was the existence of an election supervision system that provided a way to uncover the violations, apply an appropriate remedy, and devise a rerun plan to make such future violations more difficult. As stated by the District Court in its decision of September 29, approving a rerun election plan:

> [I]t is important to recognize that the process imposed by the Consent Decree was successful in that it exposed the contemptible parties thus preventing them from reaping the benefits of their despicable schemes. This Court and its appointed officers remain dedicated to the goal of union democracy. An honest, fair and informed election is of paramount importance as this Union continues on its path to rid itself of the remains of corruption and deceit.[8]

As Judge Edelstein has pointed out, the work of building democracy in the Teamsters is not finished. In issuing my decision ordering the rerun election I stated:

> Members cannot have confidence in their union or its leaders if they see that their choice of officers has been

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[8] United States v. IBT, 88 Civ. 4486 (S.D.N.Y. Sept. 29, 1997) (slip op. at 7-8).

> manipulated by outsiders. They cannot have confidence in the Consent Decree if court officers do not take effective action to prevent and remedy such misconduct.[9]

The election provisions in the Consent Decree set forth the path to democratizing the Teamsters. A system of laws and rules that allow for free and open participation is critical in any democratic institution. However, laws and rules are sometimes broken. When that happens, democracy must be protected by the principles of enforcement and accountability. That is what happened with the Teamsters election process.

The Court appointed me to do a job and, with the assistance of an extremely capable staff, we accomplished much towards implementing the goals of the Consent Decree. I am proud of the work that has been done. I thank the Committee for the opportunity to present this overview, and I would be happy to answer any questions.

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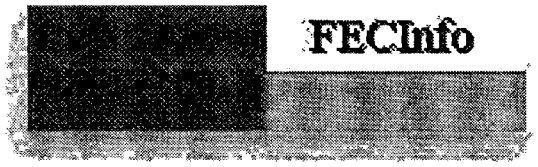
[9] Cheatem, p. 114.



Committee contributions to/from:
BARR, ROBERT L JR - H4GA07259

183 contributions this candidate received from (or made to) other committees.

ACTION COMMITTEE FOR RURAL ELECTRIFICATION (ACRE)
[PAC/Qualified - (higher contrib limit)]
02/11/97 $500.00 contribution
06/18/97 $1,000.00 contribution

ADVANTA CORP EMPLOYEES' POLITICAL INVOLVEMENT FUND
[PAC/Qualified - (higher contrib limit)]
04/21/97 $3,000.00 contribution

AFLAC INCORPORATED POLITICAL ACTION COMMITTEE AFLACPAC
[PAC/Qualified - (higher contrib limit)]
06/17/97 $2,500.00 contribution
03/10/97 $2,500.00 contribution

ALLTEL CORPORATION POLITICAL ACTION COMMITTEE (APAC)
[PAC/Qualified - (higher contrib limit)]
05/28/97 $500.00 contribution

AMERICAN ACADEMY OF OPHTHALMOLOGY INC POLITICAL COMMITTEE ("OPHTHPAC")
[PAC/Qualified - (higher contrib limit)]
11/25/97 $1,000.00 contribution

AMERICAN BANKERS ASSOCIATION BANKPAC
[PAC/Qualified - (higher contrib limit)]
05/04/95 -$500.00 contribution
05/30/97 $500.00 contribution
10/01/97 $1,000.00 contribution
04/07/97 $1,000.00 contribution

AMERICAN CONSULTING ENGINEERS COUNCIL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/11/97 -$500.00 contribution
09/18/97 $500.00 contribution

AMERICAN COUNCIL OF LIFE INSURANCE, LIFE INSURANCE PAC
[PAC/Qualified - (higher contrib limit)]
10/08/97 $500.00 contribution
06/25/97 $500.00 contribution

AMERICAN DENTAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/17/97 $1,000.00 contribution

AMERICAN HOTEL MOTEL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/31/97 $500.00 contribution

AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS EFFECTIVE LEGISLATION COMMITTEE (AICPA)
[PAC/Qualified - (higher contrib limit)]
10/10/97 $500.00 contribution
11/25/97 $2,500.00 contribution

AMERICAN MARITIME OFFICERS, AFL-CIO VOLUNTARY POLITICAL ACTION FUND
[PAC/Qualified - (higher contrib limit)]
02/27/97 $500.00 contribution

AMERICAN MEDICAL ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
08/13/97 $1,000.00 contribution

AMERICAN SOCIETY OF ANETHESIOLOGISTS INCORPORATED POLITICAL ACTION COMMITTEE (ASAPAC)
[PAC/Qualified - (higher contrib limit)]
03/17/97 $500.00 contribution

AMERICAN TEXTILE MANUFACTURERS INSTITUTE, INC COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
02/25/97 $500.00 contribution

AMERICANS FOR A REPUBLICAN MAJORITY (ARMPAC)
[PAC/Qualified - (higher contrib limit)]
06/27/97 $1,290.00 in-kind contribution
06/27/97 $51.00 in-kind contribution

AMSOUTH POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
05/30/97 $1,000.00 contribution

ANHEUSER-BUSCH COMPANIES INC POLITICAL ACTION COMMITTEE (AB-PAC)
[PAC/Qualified - (higher contrib limit)]
10/03/97 $500.00 contribution

APPRAISAL INSTITUTE POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/11/97 $500.00 contribution

ARENA POLITICAL ACTION COMMITTEE (ARENA PAC)
[PAC/Qualified - (higher contrib limit)]
09/17/97 $5,000.00 contribution received registered filer

ASSOCIATED CREDIT BUREAUS INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/03/97 $500.00 contribution
03/04/97 $500.00 contribution

ASSOCIATED GENERAL CONTRACTORS OF AMERICA POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/14/97 $1,000.00 contribution

AT&T CORP POLITICAL ACTION COMMITTEE (AT&T PAC)
[PAC/Qualified - (higher contrib limit)]
07/16/97 $1,000.00 contribution
01/27/97 $1,000.00 contribution
04/16/97 -$1,000.00 contribution
05/07/97 $1,000.00 contribution
05/08/97 $500.00 contribution

ATLANTA GAS LIGHT COMPANY FOR GOOD GOVERNMENT COMMITTEE, INC.
[PAC/Qualified - (higher contrib limit)]
05/22/97 $1,000.00 contribution

AUCTION MARKETS POLITICAL ACTION COMMITTEE OF THE CHICAGO BOARD OF TRADE A/K/A AMPAC/CBT
[PAC/Qualified - (higher contrib limit)]
10/22/97 $500.00 contribution

BANKAMERICA CORPORATION POLITICAL ACTION COMMITTEE (BACPAC)/FKA-BANKAMERICA ELECTION FUND
[PAC/Qualified - (higher contrib limit)]
10/17/97 $500.00 contribution
03/06/97 $500.00 contribution

BARNETT PEOPLE FOR BETTER GOVERNMENT INC - FEDERAL A PAC OF BARNETT BANKS INC
[PAC/Qualified - (higher contrib limit)]
02/18/97 $500.00 contribution

BAYER CORPORATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/21/97 $500.00 contribution

BELL ATLANTIC CORPORATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
05/21/97 $500.00 contribution
02/13/97 $500.00 contribution

BELLSOUTH TELECOMMUNICATIONS INC EMPLOYEES FEDERAL POLITICAL ACTION COMMITTEE

[PAC/Qualified - (higher contrib limit)]
05/21/97 $1,000.00 contribution
06/04/97 $1,208.00 contribution
03/10/97 $250.00 contribution

BENEFICIAL MANAGEMENT CORPORATION AND AFFILIATED CORPORATIONS POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/31/97 $2,000.00 contribution

BLUE CIRCLE AMERICA INC PAC (BLUE CIRCLE PAC)
[PAC/Qualified - (higher contrib limit)]
05/08/97 $1,000.00 contribution

BORG-WARNER AUTOMOTIVE PAC (FKA) BORG-WARNER PAC
[PAC/Qualified - (higher contrib limit)]
01/16/97 $500.00 contribution

BRISTOL-MYERS SQUIBB COMPANY EMPLOYEE POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/03/97 $500.00 contribution

BROWN & WILLIAMSON TOBACCO CORPORATION EMPLOYEE POLITICAL ACTION COMMITTEE AKA EMPAC
[PAC/Qualified - (higher contrib limit)]
03/13/97 $500.00 contribution

BUILD POLITICAL ACTION COMMITTEE OF THE NATIONAL ASSOCIATION OF HOME BUILDERS
[PAC/Qualified - (higher contrib limit)]
05/22/97 $1,000.00 contribution
10/07/97 $1,000.00 contribution
10/01/97 -$1,000.00 contribution

CITICORP VOLUNTARY POLITICAL FUND FEDERAL
[PAC/Qualified - (higher contrib limit)]
06/02/97 $1,000.00 contribution

COCA-COLA COMPANY NONPARTISAN COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
10/13/97 $500.00 contribution
01/22/97 $500.00 contribution

COCA-COLA ENTERPRISES INC EMPLOYEE NONPARTISAN COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
04/03/97 $500.00 contribution

COMMITTEE FOR RESPONSIBLE GOVERNMENT OF TEMPLE-INLAND INC. (FKA CMTE FOR GOOD GOV OF TE..)
[PAC/Qualified - (higher contrib limit)]
05/12/97 $1,000.00 contribution

COMMITTEE FOR THOROUGH AGRICULTURAL POL ED OF DAIRY FARMERS OF AMERICA INC (C-TAPE OF DFA)
[PAC/Qualified - (higher contrib limit)]
05/27/97 $500.00 contribution

CONSERVATIVE VICTORY FUND
[PAC/Qualified - (higher contrib limit)]
09/29/97 $571.00 in-kind contribution
05/28/97 $567.00 in-kind contribution
06/06/97 $250.00 contribution
03/03/97 $573.00 in-kind contribution

COOPER INDUSTRIES, INC. POLITICAL ACTION COMMITTEE (CIPAC)
[PAC/Qualified - (higher contrib limit)]
06/30/97 $1,000.00 contribution

COOPERS & LYBRAND PAC
[PAC/Qualified - (higher contrib limit)]
10/08/97 $500.00 contribution

CREDIT UNION LEGISLATIVE ACTION COUNCIL
[PAC/Qualified - (higher contrib limit)]
08/01/97 $1,000.00 contribution
08/22/97 $1,258.00 in-kind contribution
04/09/97 $1,000.00 contribution
09/26/97 $220.00 in-kind contribution

CSR AMERICA INC POLITICAL ACTION COMMITTEE
[PAC/Non-Qualified Committee - (lower contrib limit)]
01/09/97 $500.00 contribution

CSX TRANSPORTATION INC PAC (FKA SEABOARD SYSTEM RAILROAD PAC)
[PAC/Qualified - (higher contrib limit)]
06/06/97 $500.00 contribution

DAIRY FARMERS OF AMERICA INC POLITICAL ACTION TRUST POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/06/97 $500.00 contribution
05/28/97 $500.00 contribution

DEALERS ELECTION ACTION COMMITTEE OF THE NATIONAL AUTOMOBILE DEALERS ASSOCIATION (NADA)
[PAC/Qualified - (higher contrib limit)]
03/11/97 $500.00 contribution
06/12/97 $500.00 contribution

DELOITTE AND TOUCHE LLP FEDERAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
11/24/97 $500.00 contribution

DELTA AIRLINES INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/14/97 $500.00 contribution
10/22/97 $500.00 contribution

ENSIGN-BICKFORD INDUSTRIES INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
02/07/97 $1,000.00 contribution

ERNST & YOUNG POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
05/30/97 $500.00 contribution

FARM CREDIT COUNCIL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/03/97 $500.00 contribution
04/04/97 $1,000.00 contribution

FIRST CHICAGO NBD CORPORATION POLITICAL ACTION COMMITTEE/FCC (FKA) FIRST CHICAGO CORP PAC
[PAC/Qualified - (higher contrib limit)]
05/15/97 $500.00 contribution

FOOD MARKETING INSTITUTE POLITICAL ACTION COMMITTEE (FOOD PAC)
[PAC/Qualified - (higher contrib limit)]
02/19/97 $500.00 contribution

GEORGIA MARBLE COMPANY POLITICAL ACTION COMMITTEE (GMCPAC)
[PAC/Qualified - (higher contrib limit)]
04/01/97 $1,000.00 contribution

GEORGIA POWER COMPANY FEDERAL PAC INC
[PAC/Qualified - (higher contrib limit)]
10/28/97 $500.00 contribution
06/02/97 $500.00 contribution
06/04/97 $250.00 contribution

GOLD KIST POLITICAL ACTION FOR FARMERS INC
[PAC/Qualified - (higher contrib limit)]
04/08/97 $500.00 contribution
05/09/97 $1,000.00 contribution

GTE CORPORATION POLITICAL ACTION CLUB (GTE PAC)
[PAC/Qualified - (higher contrib limit)]
05/12/97 $500.00 contribution

HOLLAND & KNIGHT COMMITTEE FOR EFFECTIVE GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
05/08/97 $1,000.00 contribution

HOME DEPOT INC BETTER GOVERNMENT COMMITTEE:THE

[PAC/Qualified - (higher contrib limit)]
04/22/97 $500.00 contribution

HUGHES ELECTRONICS CORPORATION ACTIVE CITIZENSHIP FUND
[PAC/Qualified - (higher contrib limit)]
02/24/97 $500.00 contribution
05/22/97 $500.00 contribution
10/10/97 $500.00 contribution

INDEPENDENT BANKERS ASSOCIATION OF AMERICA POLITICAL ACTION COMMITTEE (IBAA PAC)
[PAC/Qualified - (higher contrib limit)]
01/06/97 $500.00 contribution
05/13/97 $1,000.00 contribution

INTERNATIONAL CHIROPRACTORS ASSOCIATION-POLITICAL ACTION COMMITTEE
[PAC/Non-Qualified Committee - (lower contrib limit)]
10/30/97 $750.00 contribution
11/05/97 $1,000.00 contribution

INVESTMENT MANAGEMENT POLITICAL ACTION CMTE OF THE INVESTMENT COMPANY INSTITUTE (IMPAC)
[PAC/Qualified - (higher contrib limit)]
02/27/97 $500.00 contribution
09/17/97 $500.00 contribution

KING & SPALDING NONPARTISAN COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
03/04/97 $500.00 contribution
06/03/97 $500.00 contribution
02/10/97 $1,000.00 contribution

LAW ENFORCEMENT ALLIANCE OF AMERICA INC FUND FOR RESPONSIBLE GOVERNMENT (LEAA)
[PAC/Qualified - (higher contrib limit)]
06/24/97 $500.00 contribution

LIFE INSURANCE COMPANY OF GEORGIA/SOUTHLAND LIFE INSURANCE COMPANY PAC
[PAC/Qualified - (higher contrib limit)]
01/13/97 $500.00 contribution
05/16/97 $1,000.00 contribution

LOCKHEED MARTIN EMPLOYEES POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/26/97 $1,000.00 contribution
03/13/97 $5,000.00 contribution
03/07/97 $1,000.00 contribution
05/07/97 -$5,000.00 contribution

LORAL SPACECOM CIVIC RESPONSIBILITY FUND
[PAC/Qualified - (higher contrib limit)]
02/14/97 $500.00 contribution

MANUFACTURED HOUSING INSTITUTE POLITICAL ACTION COMMITTEE (MHI PAC)
[PAC/Qualified - (higher contrib limit)]
03/12/97 $500.00 contribution

MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/07/97 $500.00 contribution

MBNA CORPORATION FEDERAL POLITICAL COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/01/97 $5,000.00 contribution

METROPOLITAN LIFE INSURANCE COMPANY (METLIFE) EMPLOYEES' POLITICAL PARTICIPATION FUND A
[PAC/Qualified - (higher contrib limit)]
02/24/97 $1,000.00 contribution

MORTGAGE BANKERS ASSOCIATION OF AMERICA POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/01/97 $500.00 contribution

NATIONAL ASSOCIATION OF MORTGAGE BROKERS POLITICAL ACTION COMMITTEE (NAMB PAC)
[PAC/Qualified - (higher contrib limit)]
05/19/97 $500.00 contribution

NATIONAL CABLE TELEVISION ASSOCIATION'S POLITICAL ACTION COMMITTEE (CABLE PAC)
[PAC/Qualified - (higher contrib limit)]
10/07/97 $3,000.00 contribution
10/07/97 $383.00 in-kind contribution

NATIONAL CATTLEMEN'S BEEF ASSOCIATION POLITICAL ACTION COMMITTEE (NCBA-PAC)
[PAC/Qualified - (higher contrib limit)]
07/25/97 $1,000.00 contribution

NATIONAL GOOD GOVERNMENT FUND; THE
[PAC/Qualified - (higher contrib limit)]
03/07/97 $2,000.00 contribution

NATIONAL MULTI HOUSING COUNCIL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/02/97 $500.00 contribution

NATIONAL REPUBLICAN CONGRESSIONAL COMMITTEE EXPENDITURES
[Party Committee - (higher contrib limit)]
01/07/97 $19.00 contribution
01/07/97 $19.00 in-kind contribution

NATIONAL RESTAURANT ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/28/97 $500.00 contribution

NATIONAL RIGHT TO LIFE POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/05/97 $500.00 contribution

NATIONSBANK CORPORATION PAC
[PAC/Qualified - (higher contrib limit)]
09/19/97 $1,000.00 contribution

NORFOLK SOUTHERN CORPORATION GOOD GOVERNMENT FUND
[PAC/Qualified - (higher contrib limit)]
09/24/97 -$500.00 contribution
09/24/97 $500.00 contribution

NRA POLITICAL VICTORY FUND
[PAC/Qualified - (higher contrib limit)]
06/18/97 $2,500.00 contribution

NYNEX EMPLOYEES' FEDERAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
05/28/97 $500.00 contribution

O'MELVENY & MYERS POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
01/15/96 $500.00 contribution

OLIN CORPORATION GOOD GOVERNMENT FUND
[PAC/Qualified - (higher contrib limit)]
06/04/97 $500.00 contribution

PHILIP MORRIS COMPANIES INC POLITICAL ACTION COMMITTEE (AKA PHIL-PAC)
[PAC/Qualified - (higher contrib limit)]
06/18/97 $1,000.00 contribution
01/13/97 $500.00 contribution
06/18/97 $500.00 contribution
03/20/97 $1,000.00 contribution

POWELL, GOLDSTEIN, FRAZER & MURPHY POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/28/97 $1,000.00 contribution

REALTORS POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/26/97 $1,000.00 contribution
03/04/97 $500.00 contribution

RECORDING INDUSTRY ASSOC/AMERICA INC POLITICAL ACTION COMMITTEE (FKA RECORDING ARTS PAC)

[PAC/Qualified - (higher contrib limit)]
03/31/97 $1,000.00 contribution

REMINGTON ARMS COMPANY INC POLITICAL ACTION COMMITTEE (REMPAC)
[PAC/Qualified - (higher contrib limit)]
06/24/97 $1,000.00 contribution

RJR POLITICAL ACTION COMMITTEE RJR NABISCO INC (RJR PAC)
[PAC/Qualified - (higher contrib limit)]
02/13/97 $1,000.00 contribution
06/18/97 $500.00 contribution
10/20/97 $500.00 contribution

SAFARI CLUB INTERNATIONAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/03/97 $500.00 contribution

SBC COMMUNICATIONS INC EMPLOYEE FEDERAL POLITICAL ACTION COMMITTEE (SBC EMPAC)
[PAC/Qualified - (higher contrib limit)]
05/20/97 $500.00 contribution
03/10/97 $500.00 contribution

SMITH BARNEY INC BETTER GOVERNMENT COMMITTEE (SMITH BARNEY BETTER GOVERNMENT COMMITTEE)
[PAC/Qualified - (higher contrib limit)]
04/01/97 $500.00 contribution

SMITH, GAMBRELL & RUSSELL POLITICAL ACTION COMMITTEE TRUST - FEDERAL
[PAC/Qualified - (higher contrib limit)]
01/23/97 $500.00 contribution

SMOKELESS TOBACCO COUNCIL INC POLITICAL ACTION COMMITTEE (STCPAC)
[PAC/Qualified - (higher contrib limit)]
06/02/97 $500.00 contribution

SONY PICTURES ENTERTAINMENT INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/27/97 $1,000.00 contribution

SOUTHERN COMPANY SERVICES PAC
[PAC/Qualified - (higher contrib limit)]
02/14/97 $250.00 contribution
06/06/97 $500.00 contribution

SOUTHERN STATES P B A INC PAC FUND
[PAC/Qualified - (higher contrib limit)]
04/04/97 $500.00 contribution
02/28/97 $500.00 contribution

SOUTHTRUST CORPORATION COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
05/07/97 $500.00 contribution

SUNTRUST BANKS OF GEORGIA INC GOOD GOVERNMENT GROUP
[PAC/Qualified - (higher contrib limit)]
05/08/97 $500.00 contribution
08/15/97 $500.00 contribution

TEAM AMERITECH POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
02/25/97 $1,000.00 contribution
09/22/97 $500.00 contribution
04/28/97 $1,000.00 contribution

TEXTILE RENTAL SERVICES ASSOCIATION OF AMERICA POLITICAL ACTION COMMITTEE (TRSAPAC)
[PAC/Non-Qualified Committee - (lower contrib limit)]
11/07/97 $500.00 contribution

TORCHMARK CORPORATION POLITICAL ACTION COMMITTE (TORCH-PAC)
[PAC/Qualified - (higher contrib limit)]
09/12/97 $500.00 contribution

U S WEST INC POLITICAL ACTION COMMITTEE (U S WEST PAC)
[PAC/Qualified - (higher contrib limit)]

05/06/97 $500.00 contribution

UNITED PARCEL SERVICE OF AMERICA INC POLITICAL ACTION COMMITTEE (UPSPAC)
[PAC/Qualified - (higher contrib limit)]
10/03/97 $500.00 contribution
05/28/97 $100.00 in-kind contribution
05/28/97 $400.00 in-kind contribution
06/11/97 $4,500.00 contribution

UNITED SERVICES AUTOMOBILE ASSOCIATION GROUP POLITICAL ACTION COMMITTEE (USAA GROUP PAC)
[PAC/Qualified - (higher contrib limit)]
02/27/97 $500.00 contribution

UNITED STATES TELEPHONE ASS'N PAC (FORMERLY-UNITED STATES INDEPENDENT TELEPHONE ASS'N PAC)
[PAC/Qualified - (higher contrib limit)]
05/01/97 $500.00 contribution

UST EXECUTIVES ADMINISTRATORS AND MANAGERS POLITICAL ACTION COMMITTEE (AKA USTEAM PAC)
[PAC/Qualified - (higher contrib limit)]
04/08/97 $500.00 contribution

VIACOM INTERNATIONAL INC POLITICAL ACTION COMMITTEE CORPORATION
[PAC/Qualified - (higher contrib limit)]
04/07/97 $500.00 contribution

WACHOVIA BANK NA GEORGIA FUND FOR BETTER GOVERNMENT NO 1
[PAC/Qualified - (higher contrib limit)]
04/27/97 $200.00 contribution
06/27/97 $800.00 contribution

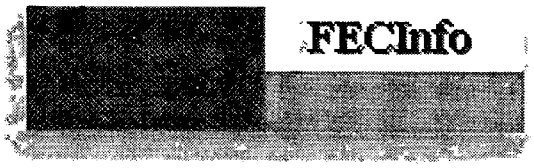
WATKINS ASSOCIATED INDUSTRIES INC EMPLOYEES FOR GOOD GOVERNMENT COMMITTEE (WATKINS-PAC)
[PAC/Qualified - (higher contrib limit)]
01/30/97 $1,000.00 contribution

WILLIAMS & JENSEN PC POLITICAL ACTION COMMITTEE (W & J PAC)
[PAC/Qualified - (higher contrib limit)]
03/05/97 $500.00 contribution

WINE AND SPIRITS WHOLESALERS OF AMERICA, INC. POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
02/14/97 $500.00 contribution

$0.00: MEMO(Filer's % of contrb given to joint fundraising committee)
$0.00: In-Kind contribution received another registerd filer
$0.00: loans received the candidate
$0.00: loans received banks
$0.00: loan from individual received
$0.00: transfer-in received from affiliated
$0.00: MEMO(filer's % of contrb given to joint fundraising committee)
$5,000.00: contribution received registered filer
$0.00: [transfer out--exempt from limits]
$0.00: loan repayments to candidate
$0.00: loan repayments to banks
$0.00: contribution refund to candidate/committee
$0.00: independent expenditure against
$0.00: coordinated expenditure
$0.00: independent expenditure for
$0.00: communication cost for candidate (C7)
$0.00: transfer out to affiliated
$0.00: honorarium to candidate
$125,477.00: contribution
$0.00: contribution to possible candidate
$0.00: election recount disbursement from
$5,432.00: in-kind contribution

Time of this request: 2/25/98 3:13:03 PM



Committee contributions to/from:
NORWOOD, CHARLES WHITLOW - H4GA10022

212 contributions this candidate received from (or made to) other committees.

AAN-NURSERY INDUSTRY POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/09/97 $500.00 contribution

ABBOTT LABORATORIES BETTER GOVERNMENT FUND (ALBGF)
[PAC/Qualified - (higher contrib limit)]
10/01/97 $500.00 contribution

ACTION COMMITTEE FOR RURAL ELECTRIFICATION (ACRE)
[PAC/Qualified - (higher contrib limit)]
03/13/97 $500.00 contribution
06/18/97 $500.00 in-kind contribution
07/23/97 $1,000.00 contribution

AFLAC INCORPORATED POLITICAL ACTION COMMITTEE AFLACPAC
[PAC/Qualified - (higher contrib limit)]
09/12/97 $1,000.00 contribution
06/17/97 $4,000.00 contribution
04/14/97 $1,000.00 contribution

AIRTOUCH COMMUNICATIONS POLITICAL ACTION COMMITTEE (FEDERAL ACCOUNT) (ATC PAC)
[PAC/Qualified - (higher contrib limit)]
09/09/97 $500.00 contribution

ALABAMA POWER CO EMPLOYEES FEDERAL POLITICAL ACTION CMTE (APC EMPLOYEES FEDERAL PAC)
[PAC/Qualified - (higher contrib limit)]
08/19/97 $500.00 contribution

ALLTEL CORPORATION POLITICAL ACTION COMMITTEE (APAC)
[PAC/Qualified - (higher contrib limit)]
12/20/95 -$1,000.00 contribution
05/29/97 $1,000.00 contribution

AMERICAN ASSOCIATION OF NURSE ANESTHETISTS SEPARATE SEGREGATED FUND (CRNA-PAC)
[PAC/Qualified - (higher contrib limit)]
03/26/97 $500.00 contribution

AMERICAN BANKERS ASSOCIATION BANKPAC
[PAC/Qualified - (higher contrib limit)]
04/14/97 $500.00 contribution
06/24/97 $500.00 contribution

AMERICAN CHIROPRACTIC ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/09/97 $1,247.00 in-kind contribution
09/23/97 $1,000.00 contribution

AMERICAN COUNCIL OF LIFE INSURANCE, LIFE INSURANCE PAC
[PAC/Qualified - (higher contrib limit)]
04/10/97 $500.00 contribution

AMERICAN CRYSTAL SUGAR POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
08/06/97 $500.00 contribution
09/10/97 $500.00 contribution

AMERICAN DENTAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/05/97 $1,000.00 contribution

AMERICAN DIETETIC ASSOCIATION POLITICAL ACTION COMMITTEE (ADAPAC)
[PAC/Qualified - (higher contrib limit)]
09/12/97 $500.00 contribution
05/05/97 $500.00 contribution

AMERICAN HEALTH CARE ASSOCIATION POLITICAL ACTION COMMITTEE (AHCA-PAC)
[PAC/Qualified - (higher contrib limit)]
04/15/97 $500.00 contribution

AMERICAN HOSPITAL ASSOCIATION POLITICAL ACTION COMMITTEE (AHAPAC)
[PAC/Qualified - (higher contrib limit)]
06/20/97 $500.00 contribution

AMERICAN HOTEL MOTEL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/09/97 $500.00 contribution
10/29/97 $500.00 contribution

AMERICAN MARITIME OFFICERS, AFL-CIO VOLUNTARY POLITICAL ACTION FUND
[PAC/Qualified - (higher contrib limit)]
04/21/97 $500.00 contribution

AMERICAN MEDICAL ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/24/97 $500.00 contribution
04/14/97 $500.00 contribution

AMERICAN OCCUPATIONAL THERAPY ASSOCIATION INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/06/97 $1,000.00 contribution
04/29/97 $500.00 contribution

AMERICAN OPTOMETRIC ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/30/97 $500.00 contribution

AMERICAN PHARMACEUTICAL ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/25/97 $500.00 contribution

AMERICAN PODIATRIC MEDICAL ASSOCIATION INC PODIATRY POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/03/97 $1,000.00 contribution

AMERICAN SOCIETY OF ANETHESIOLOGISTS INCORPORATED POLITICAL ACTION COMMITTEE (ASAPAC)
[PAC/Qualified - (higher contrib limit)]
08/21/97 $500.00 contribution

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/03/97 $500.00 contribution

AMERICAN SUGAR CANE LEAGUE POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
07/28/97 $500.00 contribution
03/21/97 $500.00 contribution

AMERICAN SUGARBEET GROWERS ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/14/97 $500.00 contribution

AMERICAN TEXTILE MANUFACTURERS INSTITUTE, INC COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
04/04/97 $500.00 contribution

AMOCO CORPORATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/16/97 $500.00 contribution

ARIZONA PUBLIC SERVICE COMPANY POLITICAL ACTION COMMITTEE (APSPAC)
[PAC/Qualified - (higher contrib limit)]
06/10/97 $500.00 contribution

ASSOCIATED BUILDERS AND CONTRACTORS POLITICAL ACTION COMMITTEE (ABC/PAC)
[PAC/Qualified - (higher contrib limit)]
09/22/97 $1,000.00 contribution

ASSOCIATED GENERAL CONTRACTORS OF AMERICA POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/21/97 $500.00 contribution
06/09/97 $500.00 contribution
07/10/97 $1,000.00 contribution

AT&T CORP POLITICAL ACTION COMMITTEE (AT&T PAC)
[PAC/Qualified - (higher contrib limit)]
09/04/97 $500.00 contribution
07/16/97 $500.00 contribution
05/02/97 $1,000.00 contribution

ATLANTA GAS LIGHT COMPANY FOR GOOD GOVERNMENT COMMITTEE, INC.
[PAC/Qualified - (higher contrib limit)]
06/11/97 $1,000.00 contribution

AUTOZONE INC COMMITTEE FOR BETTER GOVERNMENT (AUTOZONERS FOR BETTER GOVERNMENT)
[PAC/Qualified - (higher contrib limit)]
09/15/97 $500.00 contribution

BABCOCK & WILCOX COMPANY GOOD GOVERNMENT FUND: THE
[PAC/Qualified - (higher contrib limit)]
09/19/97 $500.00 contribution

BARNETT PEOPLE FOR BETTER GOVERNMENT INC - FEDERAL A PAC OF BARNETT BANKS INC
[PAC/Qualified - (higher contrib limit)]
03/27/97 $500.00 contribution
09/08/97 $500.00 contribution

BELLSOUTH TELECOMMUNICATIONS INC EMPLOYEES FEDERAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/04/97 $1,000.00 contribution
06/09/97 $1,500.00 contribution

BOND MARKET ASSOCIATION POLITICAL ACTION COMMITTEE, THE (BONDPAC)
[PAC/Qualified - (higher contrib limit)]
09/24/97 $500.00 contribution

BRISTOL-MYERS SQUIBB COMPANY EMPLOYEE POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
11/11/97 $500.00 contribution

BROWN & WILLIAMSON TOBACCO CORPORATION EMPLOYEE POLITICAL ACTION COMMITTEE AKA EMPAC
[PAC/Qualified - (higher contrib limit)]
05/09/97 $500.00 contribution

BUILD POLITICAL ACTION COMMITTEE OF THE NATIONAL ASSOCIATION OF HOME BUILDERS
[PAC/Qualified - (higher contrib limit)]
05/22/97 $1,000.00 contribution

CAMPAIGN FOR WORKING FAMILIES
[PAC/Qualified - (higher contrib limit)]
06/27/97 $1,000.00 contribution

CENTRAL AND SOUTH WEST SERVICES INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/11/97 $500.00 contribution

CHEVRON EMPLOYEES POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/11/97 $500.00 contribution

CHRYSLER CORPORATION POLITICAL SUPPORT COMMITTEE A/K/A CHRYSLER POLITICAL SUPPORT CMTE
[PAC/Qualified - (higher contrib limit)]
03/24/97 $500.00 contribution

CIVIC INVOLVEMENT PROGRAM/GENERAL MOTORS CORPORATION
[PAC/Qualified - (higher contrib limit)]
10/09/97 $500.00 contribution

COCA-COLA COMPANY NONPARTISAN COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
11/25/97 $1,000.00 contribution
03/25/97 $500.00 contribution
06/09/97 $500.00 contribution
09/11/97 $500.00 contribution

COCA-COLA ENTERPRISES INC EMPLOYEE NONPARTISAN COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
06/13/97 $500.00 contribution

CONSERVATIVE VICTORY FUND
[PAC/Qualified - (higher contrib limit)]
09/15/97 $564.00 in-kind contribution

COOPERS & LYBRAND PAC
[PAC/Qualified - (higher contrib limit)]
04/10/97 $1,000.00 contribution

CSX TRANSPORTATION INC PAC (FKA SEABOARD SYSTEM RAILROAD PAC)
[PAC/Qualified - (higher contrib limit)]
04/21/97 $500.00 contribution

DAIRY FARMERS OF AMERICA INC POLITICAL ACTION TRUST POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/01/97 $500.00 contribution
09/17/97 $500.00 contribution

DEALERS ELECTION ACTION COMMITTEE OF THE NATIONAL AUTOMOBILE DEALERS ASSOCIATION (NADA)
[PAC/Qualified - (higher contrib limit)]
04/28/97 $500.00 contribution

DELOITTE AND TOUCHE LLP FEDERAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
08/19/97 $500.00 contribution

DELTA AIRLINES INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/17/97 $500.00 contribution
10/22/97 $500.00 contribution

EDISON INTERNATIONAL PAC
[PAC/Qualified - (higher contrib limit)]
05/02/97 $1,000.00 contribution

ELI LILLY AND COMPANY POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
11/10/97 $500.00 contribution
10/01/97 $500.00 contribution

EMPLOYEES FEDERAL PAC - CAROLINA POWER & LIGHT CO
[PAC/Qualified - (higher contrib limit)]
03/26/97 $500.00 contribution

EMPLOYEES OF NORTHROP GRUMMAN CORPORATION POLITICAL ACTION COMMITTEE (ENGPAC)
[PAC/Qualified - (higher contrib limit)]
11/17/97 $500.00 contribution
03/24/97 $500.00 contribution

ERNST & YOUNG POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/17/97 $500.00 contribution

EXXON CORPORATION POLITICAL ACTION COMMITTEE (EXPAC)
[PAC/Qualified - (higher contrib limit)]
09/18/97 $500.00 contribution

FEDERAL EXPRESS CORPORATION POLITICAL ACTION COMMITTEE "FEPAC"
[PAC/Qualified - (higher contrib limit)]
05/01/97 $500.00 contribution

FLORIDA SUGAR CANE LEAGUE PAC

[PAC/Qualified - (higher contrib limit)]
03/20/97 $500.00 contribution

FORD MOTOR COMPANY CIVIC ACTION FUND
[PAC/Qualified - (higher contrib limit)]
04/18/97 $500.00 contribution

G-P EMPLOYEES FUND OF GEORGIA-PACIFIC CORPORATION
[PAC/Qualified - (higher contrib limit)]
06/24/97 $500.00 contribution

GENERAL ATOMICS POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/03/97 $500.00 contribution

GEORGIA POWER COMPANY FEDERAL PAC INC
[PAC/Qualified - (higher contrib limit)]
09/10/97 $250.00 contribution
11/21/97 $1,000.00 contribution
09/10/97 $250.00 contribution
05/29/97 $500.00 contribution
04/14/97 $500.00 contribution
03/19/97 $1,000.00 contribution

GLAXO WELLCOME INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
10/14/97 $500.00 contribution

GOLD KIST POLITICAL ACTION FOR FARMERS INC
[PAC/Qualified - (higher contrib limit)]
06/27/97 $500.00 contribution

GTE CORPORATION POLITICAL ACTION CLUB (GTE PAC)
[PAC/Qualified - (higher contrib limit)]
04/01/97 $500.00 contribution

HEUBLEIN EMPLOYEES' POLITICAL PARTICIPATION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
05/05/97 $500.00 contribution

HOECHST MARION ROUSSEL INC POLITICAL ACTION COMMITTEE (HMRPAC) (FKA MARION MERRELL DOW ..)
[PAC/Qualified - (higher contrib limit)]
10/01/97 $500.00 contribution

HOME CARE ASSOCIATION OF AMERICA POLITICAL ACTION COMMITTEE INC (HCAAPAC)
[PAC/Non-Qualified Committee - (lower contrib limit)]
04/01/97 $500.00 contribution

HOME DEPOT INC BETTER GOVERNMENT COMMITTEE:THE
[PAC/Qualified - (higher contrib limit)]
06/26/97 $500.00 contribution

INDEPENDENT BANKERS ASSOCIATION OF AMERICA POLITICAL ACTION COMMITTEE (IBAA PAC)
[PAC/Qualified - (higher contrib limit)]
09/09/97 $500.00 contribution
06/10/97 $500.00 contribution

INDEPENDENT INSURANCE AGENTS OF AMERICA INC POLITICAL ACTION COMMITTEE (INSURPAC)
[PAC/Qualified - (higher contrib limit)]
09/30/97 $500.00 contribution

INVACARE CORPORATION POLITICAL ACTION COMMITTEE AKA INVA PAC
[PAC/Qualified - (higher contrib limit)]
04/08/97 $500.00 contribution

INVESTMENT MANAGEMENT POLITICAL ACTION CMTE OF THE INVESTMENT COMPANY INSTITUTE (IMPAC)
[PAC/Qualified - (higher contrib limit)]
09/17/97 $500.00 contribution
03/21/97 $500.00 contribution

JOHNSON & JOHNSON EMPLOYEES' GOOD GOVERNMENT FUND
[PAC/Qualified - (higher contrib limit)]
09/30/97 $500.00 contribution

KING & SPALDING NONPARTISAN COMMITTEE FOR GOOD GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
03/18/97 $500.00 contribution

LIFE INSURANCE COMPANY OF GEORGIA/SOUTHLAND LIFE INSURANCE COMPANY PAC
[PAC/Qualified - (higher contrib limit)]
06/19/97 $500.00 contribution

LOCKHEED MARTIN EMPLOYEES POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/26/97 $500.00 contribution
06/03/97 $500.00 contribution
04/24/97 $500.00 contribution

LORILLARD PUBLIC AFFAIRS COMMITTEE
[PAC/Qualified - (higher contrib limit)]
05/29/97 $500.00 contribution

MISSISSIPPI POWER COMPANY FEDERAL PAC A/K/A/ MS PWR CO. EMPLOYEES' COMM. FOR RESP FED GOV
[PAC/Qualified - (higher contrib limit)]
06/05/97 $250.00 contribution

MOTOROLA CIVIC ACTION CAMPAIGN FUND
[PAC/Qualified - (higher contrib limit)]
05/20/97 $500.00 contribution

MUTUAL OF OMAHA COMPANIES PAC (IMPAC)
[PAC/Qualified - (higher contrib limit)]
04/01/97 $500.00 contribution

NATIONAL ASSOCIATION FOR MEDICAL EQUIPMENT SERVICES POLITICAL ACTION COMMITTEE (NAMESPAC)
[PAC/Qualified - (higher contrib limit)]
03/13/97 $195.00 in-kind contribution
03/13/97 $5,000.00 contribution

NATIONAL ASSOCIATION FOR UNIFORMED SERVICES PAC
[PAC/Qualified - (higher contrib limit)]
04/22/97 $500.00 contribution

NATIONAL ASSOCIATION OF BROADCASTERS TELEVISION AND RADIO POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/19/97 $500.00 contribution

NATIONAL ASSOCIATION OF LIFE UNDERWRITERS POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/03/97 $1,000.00 contribution

NATIONAL BEER WHOLESALERS' ASSOCIATION POLITICAL ACTION COMMITTEE (NBWA PAC)
[PAC/Qualified - (higher contrib limit)]
06/13/97 $5,000.00 contribution

NATIONAL CABLE TELEVISION ASSOCIATION'S POLITICAL ACTION COMMITTEE (CABLE PAC)
[PAC/Qualified - (higher contrib limit)]
06/07/97 $444.00 in-kind contribution

NATIONAL CATTLEMEN'S BEEF ASSOCIATION POLITICAL ACTION COMMITTEE (NCBA-PAC)
[PAC/Qualified - (higher contrib limit)]
09/26/97 $500.00 contribution

NATIONAL COMMUNITY PHARMACISTS ASSOCIATION POLITICAL ACTION COMMITTEE AKA NCPAPAC
[PAC/Qualified - (higher contrib limit)]
08/19/97 $1,000.00 contribution
03/13/97 $500.00 contribution

NATIONAL PEST CONTROL ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/10/97 $500.00 contribution

NATIONAL REPUBLICAN CONGRESSIONAL COMMITTEE EXPENDITURES
[Party Committee - (higher contrib limit)]
10/23/97 $33.00 in-kind contribution
10/22/97 $234.00 in-kind contribution

10/05/97 $1.00 in-kind contribution
01/07/97 $19.00 contribution
10/29/97 $21.00 in-kind contribution
10/01/97 $31.00 in-kind contribution
06/11/97 $111.00 in-kind contribution
04/23/97 $495.00 in-kind contribution
01/07/97 $19.00 in-kind contribution

NATIONAL SOFT DRINK ASSOCIATION POLITICAL ACTION COMMITTEE AKA SOFT DRINK PAC
[PAC/Qualified - (higher contrib limit)]
09/22/97 $500.00 contribution

NATIONAL TELEPHONE COOPERATIVE ASSOCIATION TELEPHONE EDUCATION COMMITTEE ORGANIZATION
[PAC/Qualified - (higher contrib limit)]
05/19/97 $500.00 contribution
08/01/97 $500.00 contribution
04/02/97 $500.00 contribution

NATIONAL VENTURE CAPITAL ASSOCIATION POLITICAL ACTION COMMITTEE (NVCA PAC)
[PAC/Qualified - (higher contrib limit)]
09/04/97 $1,000.00 contribution

NATIONSBANK CORPORATION PAC
[PAC/Qualified - (higher contrib limit)]
09/19/97 $1,000.00 contribution

NONPRESCRIPTION DRUG MANUFACTURERS ASSOCIATION'S POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/01/97 $500.00 contribution

NORFOLK SOUTHERN CORPORATION GOOD GOVERNMENT FUND
[PAC/Qualified - (higher contrib limit)]
03/13/97 $500.00 contribution

NORTEL POLITICAL ACTION COMMITTEE FKA NORTHERN TELECOM INC PAC
[PAC/Qualified - (higher contrib limit)]
07/31/97 $11.00 in-kind contribution
07/31/97 $178.00 in-kind contribution
09/30/97 $159.00 in-kind contribution
07/31/97 $330.00 in-kind contribution
06/13/97 $500.00 contribution

NOVARTIS EMPLOYEE GOOD GOVERNMENT FUND
[PAC/Qualified - (higher contrib limit)]
03/17/97 $500.00 contribution

NRA POLITICAL VICTORY FUND
[PAC/Qualified - (higher contrib limit)]
05/27/97 $1,000.00 contribution
09/29/97 $2,000.00 contribution

NUCLEAR ENERGY INSTITUTE FED POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
06/11/97 $500.00 contribution

PECO ENERGY COMPANY POLITICAL ACTION COMMITTEE (FKA: PHILADELPHIA ELECTRIC COMPANY PAC)
[PAC/Qualified - (higher contrib limit)]
06/13/97 $500.00 contribution

PG&E CORPORATION EMPLOYEES' FEDERAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/30/97 $500.00 contribution

PHILIP MORRIS COMPANIES INC POLITICAL ACTION COMMITTEE (AKA PHIL-PAC)
[PAC/Qualified - (higher contrib limit)]
04/21/97 $1,000.00 contribution

PHYSICAL THERAPY POLITICAL ACTION COMMITTEE (PT-PAC)
[PAC/Qualified - (higher contrib limit)]
05/22/97 $500.00 contribution
05/22/97 $1,000.00 contribution
10/27/97 $500.00 contribution

POWER PAC OF THE EDISON ELECTRIC INSTITUTE
[PAC/Qualified - (higher contrib limit)]
06/02/97 $500.00 contribution

PRICE WATERHOUSE PARTNERS' POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/10/97 $500.00 contribution

PRINTING INDUSTRIES OF AMERICA
[PAC/Qualified - (higher contrib limit)]
11/13/97 $1,000.00 contribution

PROFESSIONALS IN ADVERTISING POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/02/97 $500.00 contribution

REALTORS POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/17/97 $500.00 contribution

RESPONSIBLE GOVERNMENT COMMITTEE OF GULF EMPLOYEES INC
[PAC/Qualified - (higher contrib limit)]
06/13/97 $250.00 contribution

RHONE-POULENC INC POLITICAL ACTION COMMITTEE (RPAC)
[PAC/Qualified - (higher contrib limit)]
10/09/97 $500.00 contribution

RJR POLITICAL ACTION COMMITTEE RJR NABISCO INC (RJR PAC)
[PAC/Qualified - (higher contrib limit)]
03/24/97 $500.00 contribution
07/29/97 $500.00 contribution
09/12/97 $500.00 contribution

SAFARI CLUB INTERNATIONAL POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/16/97 $500.00 contribution

SAVANNAH ELECTRIC AND POWER COMPANY EMPLOYEES FEDERAL PAC (SEEPAC)
[PAC/Qualified - (higher contrib limit)]
11/19/97 $500.00 contribution
04/24/97 $500.00 contribution

SBC COMMUNICATIONS INC EMPLOYEE FEDERAL POLITICAL ACTION COMMITTEE (SBC EMPAC)
[PAC/Qualified - (higher contrib limit)]
05/22/97 $500.00 contribution

SCHERING - PLOUGH CORPORATION BETTER GOVERNMENT FUND
[PAC/Qualified - (higher contrib limit)]
11/11/97 $500.00 contribution

SECURITIES INDUSTRY ASSOCIATION POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
07/30/97 -$500.00 contribution
10/09/97 $500.00 contribution

SMITH BARNEY INC BETTER GOVERNMENT COMMITTEE (SMITH BARNEY BETTER GOVERNMENT COMMITTEE)
[PAC/Qualified - (higher contrib limit)]
04/18/97 $500.00 contribution

SOCIETY OF AMERICAN FLORISTS POLITICAL ACTION COMMITTEE (SAF-PAC)
[PAC/Qualified - (higher contrib limit)]
04/08/97 $500.00 contribution

SOCIETY OF INDEPENDENT GASOLINE MARKETERS OF AMERICA
[PAC/Qualified - (higher contrib limit)]
04/03/97 $500.00 contribution

SOUTHERN COMPANY SERVICES PAC
[PAC/Qualified - (higher contrib limit)]
05/29/97 $500.00 contribution
09/18/97 $500.00 contribution
04/18/97 $500.00 contribution

SOUTHERN NUCLEAR OPERATING COMPANY INC EMPLOYEES P A C (SOUTHERN NUCLEAR PAC)
[PAC/Qualified - (higher contrib limit)]
07/18/97 $500.00 contribution
10/03/97 $500.00 contribution
07/18/97 $500.00 contribution

SWISHER INTERNATIONAL INC PAC FUND
[PAC/Qualified - (higher contrib limit)]
04/04/97 $500.00 contribution

TEAM AMERITECH POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
08/26/97 $500.00 contribution
08/22/97 $500.00 contribution
03/18/97 $500.00 contribution

TENNECO INC. EMPLOYEES GOOD GOVERNMENT FUND (AKA TENNECO EMPLOYEES GOOD GOVERNMENT FUND)
[PAC/Qualified - (higher contrib limit)]
08/22/97 $500.00 contribution

TEXACO POLITICAL INVOLVEMENT COMMITTEE
[PAC/Qualified - (higher contrib limit)]
09/23/97 $500.00 contribution

TEXTRON INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/11/97 $500.00 contribution

TORCHMARK CORPORATION POLITICAL ACTION COMMITTE (TORCH-PAC)
[PAC/Qualified - (higher contrib limit)]
04/09/97 $500.00 contribution

TORRINGTON COMPANY POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
04/05/97 $500.00 contribution

UNION PACIFIC CORP FUND FOR EFFECTIVE GOVERNMENT
[PAC/Qualified - (higher contrib limit)]
04/21/97 $500.00 contribution

UNITED SERVICES AUTOMOBILE ASSOCIATION GROUP POLITICAL ACTION COMMITTEE (USAA GROUP PAC)
[PAC/Qualified - (higher contrib limit)]
04/24/97 $500.00 contribution

UNITED TECHNOLOGIES CORPORATION, POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/20/97 $500.00 contribution

UST EXECUTIVES ADMINISTRATORS AND MANAGERS POLITICAL ACTION COMMITTEE (AKA USTEAM PAC)
[PAC/Qualified - (higher contrib limit)]
10/01/97 $500.00 contribution
04/08/97 $500.00 contribution

WATKINS ASSOCIATED INDUSTRIES INC EMPLOYEES FOR GOOD GOVERNMENT COMMITTEE (WATKINS-PAC)
[PAC/Qualified - (higher contrib limit)]
06/30/97 $1,500.00 contribution

WESTINGHOUSE EMPLOYEE POL PARTICIPATION PROGRAM (WEPPP)-A NON-MEDIA DIVISION/CBS CORP
[PAC/Qualified - (higher contrib limit)]
09/25/97 $500.00 contribution
06/18/97 $250.00 contribution
03/20/97 $500.00 contribution

WILLIAMS COMPANIES INC POLITICAL ACTION COMMITTEE
[PAC/Qualified - (higher contrib limit)]
03/18/97 $500.00 contribution

WORLDCOM INC FEDERAL POLITICAL ACTION COMMITTEE (FKA) LDDS COMMUNICATIONS INC FED PAC
[PAC/Qualified - (higher contrib limit)]
04/07/97 $500.00 contribution

ZENECA INC POLITICAL ACTION COMMITTEE

[PAC/Qualified - (higher contrib limit)]
09/15/97 $500.00 contribution

$0.00: MEMO(Filer's % of contrb given to joint fundraising committee)
$0.00: In-Kind contribution received another registerd filer
$0.00: loans received the candidate
$0.00: loans received banks
$0.00: loan from individual received
$0.00: transfer-in received from affiliated
$0.00: MEMO(filer's % of contrb given to joint fundraising committee)
$0.00: contribution received registered filer
$0.00: [transfer out--exempt from limits]
$0.00: loan repayments to candidate
$0.00: loan repayments to banks
$0.00: contribution refund to candidate/committee
$0.00: independent expenditure against
$0.00: coordinated expenditure
$0.00: independent expenditure for
$0.00: communication cost for candidate (C7)
$0.00: transfer out to affiliated
$0.00: honorarium to candidate
$123,269.00: contribution
$0.00: contribution to possible candidate
$0.00: election recount disbursement from
$4,573.00: in-kind contribution

Time of this request: 2/25/98 3:11:19 PM

)EN. MURRAY SCHWARTZ
HONEST BALLOT ASSOCIATION
OCTOBER 15, 1997

MAY I TAKE THIS OPPORTUNITY TO THANK THE COMMITTEE FOR THE INVITATION TO APPEAR AS AN EXPERT WITNESS AND HOPE THAT MY TESTIMONY MAY HELP TO ENLIGHTEN THE MEMBERS ABOUT SOME OF THE PROBLEMS ENCOUNTERED IN CONDUCTING UNION ELECTIONS.

I AM HERE TODAY WITH JOSEPH GOLDSTEIN, COUNSEL AND MRS. MARALIN FALIK, EXECUTIVE DIRECTOR, REPRESENTING THE HONEST BALLOT ASSOCIATION {HBA}, AN ORGANIZATION FOUNDED IN 1909 BY FORMER PRESIDENT THEODORE ROOSEVELT. WE HAVE BROUGHT WITH US A SMALL BROCHURE WHICH OUTLINES AND SUMMARIZES THE FUNCTIONS OF HBA. AT THIS TIME, LET ME SAY THAT ALL OF THE ACTIVITIES OF THE ORGANIZATION HAVE BEEN IN THE AREA OF ELECTIONS (IN PERSON PAPER BALLOT; IN PERSON MACHINE, AND MAIL BALLOT ELECTIONS).

AS A SPECIAL STATE PROSECUTOR IN 1937, THOMAS E. DEWEY ELICITED THE AID OF HBA TO OVERSEE UNION ELECTIONS AS WELL AS PUBLIC ELECTIONS. ACCORDING TO OUR RECORDS, THE FIRST UNION ELECTION THAT HBA UNDERTOOK WAS FOR THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND WE HAVE CONTINUED IN THE FIELD OF SUPERVISING ELECTIONS SINCE THEN. ELECTIONS HAVE REMAINED OUR PRIMARY PURPOSE, ALTHOUGH WE TRY TO DO ANYTHING THAT WILL HELP THE "BETTERMENT OF MANKIND", WHICH WAS ADOPTED AS OUR CREED. TO DATE, WE ARE CONSIDERED ONE OF THE LEADERS IN THE FIELD OF HANDLING EVERY PHASE OF AN ELECTION.

IN 1979 I JOINED HBA AS CEO AND CHAIRMAN OF THE BOARD, BRINGING WITH ME A KNOWLEDGE OF ELECTION PROCEDURES. I HAD JUST RETIRED AS COMMISSIONER OF COMMERCE AND INDUSTRY FOR THE CITY OF NEW YORK. WE RESTRUCTURED THE ORGANIZATION AND TRAINED THE PERSONNEL IN NEW METHODS. I WAS FORTUNATE TO HAVE RECRUITED DEDICATED PEOPLE WHO HAD THE PURPOSE AND DRIVE TO HELP US EXPAND.

SINCE 1979 WE HAVE UNDERTAKEN SOME VERY DIFFICULT ELECTIONS. AS AN

EXAMPLE, IN 1983 WE SUPERVISED THE ELECTION FOR THE NATIONAL MARITIME UNION. THIS WAS A 60 DAY IN- PERSON ELECTION AT 120 LOCATIONS FROM ALASKA TO HAWAII, PANAMA AND PUERTO RICO. THE BALLOTS, ALTHOUGH VOTED IN PERSON, WERE THEN MAILED TO A CENTRAL DEPOSITORY IN NEW YORK CITY WHERE WE CONDUCTED THE TALLY. (TABULATING THE PORTS BY REGION). THE U.S. DEPARTMENT OF LABOR, OFFICE OF LABOR-MANAGEMENT STANDARDS, CONDUCTED AN INTENSIVE AND THOROUGH INVESTIGATION OF OUR PROCEDURES. WHEN THEY FINISHED THE INVESTIGATION, THEY APPROVED EVERYTHING WE IMPLEMENTED AND DID NOT FIND ANY ERRORS. WE CONSIDERED THIS QUITE AN ACCOMPLISHMENT. WE WERE THE ONLY ORGANIZATION THAT WAS ABLE TO ACCOMPLISH AN ELECTION AS INTRICATE AS THE NATIONAL MARITIME UNION WITHOUT ANY REVERSIBLE ERRORS.

I AM EXPERIENCED IN ALL ASPECTS OF CONDUCTING ELECTIONS, HAVING RUN FOR PARTY AND PUBLIC OFFICES FOR OVER 25 YEARS. I ENDURED COPING WITH INCUMBENTS AND THEIR ORGANIZATIONS IN THEIR ATTEMPTS TO FEND OFF THEIR OPPONENTS. UNION ELECTIONS ARE NOT VERY DIFFERENT FROM PUBLIC ELECTIONS. IN ORDER TO OVERCOME THE PROBLEMS, I DECIDED THAT ALL ELECTIONS CONDUCTED BY THE HBA WOULD PROVIDE A LEVEL PLAYING FIELD TO ALL SIDES. WE INSIST ON SUPERVISING EVERY PHASE OF THE ELECTION AND NOTIFY THE INCUMBENTS THAT EVEN THOUGH THEY RETAINED US, THEY RECEIVE NO ADVANTAGES. IF THEY TRY TO PRESSURE US, WE WILL NOT CONDUCT THE ELECTION. HONEST BALLOT'S EXECUTIVE DIRECTOR, MRS. MARALIN FALIK, IS A DEDICATED PERFECTIONIST AND SHE IS INVOLVED IN EVERY PHASE OF EVERY ELECTION. ELECTIONS CONDUCTED THROUGHOUT THE COUNTRY ARE UNDER THE STRICT CONTROL AND SUPERVISION OF OUR MAIN OFFICE IN NEW YORK.

WITH REGARD TO THE CURRENT TEAMSTER ELECTION, I MUST STATE THAT I DO NOT HAVE FIRST HAND KNOWLEDGE CONCERNING THE PROCEDURES AND SAFEGUARDS FOLLOWED. ALL THAT I HEARD WAS FROM SECOND HAND REPORTS AND I DO NOT COMMENT ON RUMORS. WE WOULD HAVE LIKED TO STAND BY AS EXPERT OBSERVERS IN THIS IMPORTANT ELECTION. THE FOLLOWING REPRESENTS THE PROCEDURES THAT THE HBA IMPLEMENTS WHEN SUPERVISING A MAIL BALLOT ELECTION:

1. HBA PERSONNEL ARE PRESENT AT NOMINATIONS MEETING TO INSURE THAT ALL POTENTIAL CANDIDATES HAVE THE OPPORTUNITY TO BE NOMINATED. HBA REQUIRES ALL NOMINATED CANDIDATES TO MEET WITH THEM IMMEDIATELY FOLLOWING THE CLOSE OF

NOMINATIONS. CANDIDATES ARE REQUESTED TO FILL OUT A FORM WHICH STATES HOW HE/SHE WISHES THEIR NAME TO APPEAR ON THE BALLOT. HBA PROVIDES ALL CANDIDATES WITH THE DATES THAT CANDIDATES/AND OR THEIR OBSERVERS MAY BE IN ATTENDANCE, SUCH AS:

A. THE PROOFING OF THE SAMPLE BALLOT

B. THE PRINTING OF ALL BALLOTS

C. THE CERTIFICATION BY PRINTER OF THE NUMBER OF ACTUAL BALLOTS PRINTED WHICH INCLUDES AN OVERAGE PERCENTAGE NEEDED FOR DUPLICATE BALLOTS AND/OR NAMES TO BE ADDED AFTER INITIAL MAILING.

D. THE MUTILATION AND SEALING OF THE MASTER BALLOT PLATE WHICH INSURES THAT NO ADDITIONAL BALLOTS CAN BE PRINTED

E. THE INVITATION FOR ALL CANDIDATES TO BE PRESENT ON THE DAY OF MAILING WHERE THE HBA IS PROVIDED WITH A MAILING RECEIPT FROM THE U.S. POST OFFICE

F. THE COUNTING AND CERTIFICATION OF THE NUMBER OF BALLOTS REMAINING TO BE USED FOR THE DUPLICATE/ADDITION PROCESS INCLUDING DAMAGED BALLOTS.

G. THE PROTOCOL TO BE FOLLOWED WHEN MEMBERS CALL FOR A DUPLICATE BALLOT. THE CALLING MEMBERS ARE PROVIDED WITH A CONFIRMATION NUMBER TO INSURE THAT POST ELECTION PROTESTS REGARDING THE NON-RECEIPT OF SAME ARE PROVEN WITH ACCURATE RECORD KEEPING. BETTER ADDRESSES ARE LOGGED AND ORIGINAL BALLOTS ARE REMAILED TO THE NEW LOCATION.

H. INFORMATION AND LOGGING PROCEDURES TO BE FOLLOWED BY HBA REGARDING THE RECEIPT OF VOTED BALLOTS AT THE POST OFFICE AND THE NUMBER OF ENVELOPES RETURNED UNDELIVERED TO A SEPARATE LOCATION.

THE ABOVE INFORMATION IS PROVIDED TO CANDIDATES IN WRITING TO INSURE THAT EVERYONE UNDERSTANDS THEIR RIGHTS AND THE PROCEDURES USED BY THE HBA.

2. MAIL (RETURNED BALLOTS ENCLOSED IN BUSINESS REPLY ENVELOPES) AT THE POST OFFICE ARE VERIFIED AGAINST THE RECEIPTS PROVIDED ON A DAILY BASIS. FOR EXAMPLE, WE ARE TOLD THAT A DOLLAR FIGURE IS DEDUCTED FROM OUR ACCOUNT REPRESENTING AN AMOUNT OF ENVELOPES RETURNED. INASMUCH AS UNION FUNDS ARE PAYING FOR THE POSTAGE DEDUCTED, THE HBA HAND COUNTS EACH ENVELOPE RETURNED AND VERIFIES THAT NUMBER AGAINST THE RECEIPT PROVIDED. IN MANY CASES THE DOLLAR AMOUNT DEDUCTED DOES NOT COINCIDE WITH THE NUMBER OF

ENVELOPES. IF THIS OCCURS, ALL OBSERVERS ARE GIVEN THIS INFORMATION AND THE POST OFFICE IS IMMEDIATELY QUESTIONED AND A CORRECTION IS MADE. A SIMILAR COUNT AND CONTROL IS USED FOR THE RETURNED BALLOTS WHICH ARE UNDELIVERED DUE TO INCORRECT ADDRESSES, ETC. A CAREFUL DAILY LOG IS KEPT THAT IS AVAILABLE TO OBSERVERS REPRESENTING THE NUMBER OF BALLOTS THAT ARE REMAILED USING THE ORIGINAL BALLOT.

3. IF THE ELECTION IS BY PRECINCTS, DIFFERENT COLORED BUSINESS REPLY ENVELOPES ARE USED, WHICH IS ALSO REFLECTED BY A DISTINCT CONTROL NUMBER FOR THAT AREA. ON A DAILY BASIS, ALL ENVELOPES AFTER COUNTING, WOULD BE CHECKED-OFF AGAINST THE ORIGINAL MAILING LIST. THIS CHECK-OFF LIST WOULD ALSO REFLECT THE INDIVIDUAL MEMBERS WHO REQUESTED A DUPLICATE BALLOT (BY USING THE I.D. NUMBER AND PLACING A "D" NEXT TO IT) TO INSURE THAT ONLY ONE VOTE PER MEMBER WOULD BE COUNTED. EACH DAY, ALL VALID ENVELOPES WOULD BE SEALED IN A RECEPTACLE AND OBSERVERS WOULD SIGN THE CARTON OR RECEPTACLE. A DAILY LOG OF THE NUMBER OF INVALID ENVELOPES: THOSE INDIVIDUALS WHO REMOVED THEIR IDENTIFICATION LABEL FROM THE BUSINESS REPLY ENVELOPE AND WHOSE IDENTITY IS NOT KNOWN AGAINST THE CHECK-OFF LIST IS KEPT SEPARATELY.

A WRITTEN LOG OF BALLOTS RETURNED BY PRECINCT WOULD ALSO BE KEPT SO THAT HBA COULD CROSS CHECK ALL NUMBERS TO INSURE THAT THE DAILY COUNT AND THE PRECINCT COUNT MATCHES.

IF THE BALLOTS ARE CHECKED-OFF ON A DAILY BASIS AND RECORDED ON THE ORIGINAL MAILING LIST PRIOR TO THE ELECTION, WHEN ELIGIBILITY QUESTIONS ARISE, THE HBA WOULD BE ABLE TO IMMEDIATELY REMOVE THE INELIGIBLE BALLOT BY I.D. NUMBER (DUE TO NON-PAYMENT OF THE REQUIRED DUES/AND OR THE INITIATION FEES NOT COMPLETELY PAID), AND THESE BALLOTS WOULD BE SEGREGATED AND LOGGED. ALL OBSERVERS WOULD BE PROVIDED WITH THIS INFORMATION.

PRIOR TO THE TABULATION OF THE RESULTS, THE HBA WOULD PROVIDE THE OBSERVERS WITH THE FOLLOWING INFORMATION:

A. PROOF THAT THE SEALED MASTER PLATE OF THE BALLOT WAS NOT TAMPERED WITH.

3. A LISTING OF ALL BALLOTS USED AND A COMPARISON AGAINST THE NUMBER PRINTED TO INSURE THAT EACH AND EVERY BALLOT WAS ACCOUNTED FOR.

C. A LISTING OF ALL DUPLICATE BALLOTS SENT AND THE REMOVAL OF MULTIPLE BALLOTS SENT IN BY ANY MEMBER. THIS IS DUE TO THE FACT THAT THAT MEMBER WHO DID NOT RECEIVE HIS/HER ORIGINAL BALLOT MIGHT RECEIVE IT AFTER REQUESTING A DUPLICATE. THE HBA PROCEDURE IS TO COUNT THE LATER DATED BALLOT (WHICH WOULD BE THE DUPLICATE) AND VOID THE ORIGINAL.

D. A LISTING AND COUNT OF ALL NAMES ADDED TO THE LIST AFTER THE INITIAL MAILING.

E. A LISTING AND COUNT OF ALL INVALID BALLOTS: NOT IDENTIFIABLE; DUES NOT IN GOOD STANDING; INITIATION FEE NOT IN GOOD STANDING, ETC.

F. A LISTING AND COUNT OF ALL RETURNED BALLOTS UNDELIVERED AND A LISTING AND COUNT OF THE "REMAILED" BALLOTS TO A BETTER ADDRESS.

G. ALL POST OFFICE RECEIPTS AND THE TOTAL NUMBER OF BALLOTS RETURNED BY THE GIVEN TIME AND DATE SET FORTH IN THE RULES OF ELECTION, ARE PROVIDED TO THE CANDIDATES.

4. PRIOR TO THE TABULATION, THE VALID ENVELOPES WOULD BE DISTRIBUTED BY PRECINCT AND ONE PRECINCT WOULD BE OPENED AT A TIME. PERSONNEL WOULD REMOVE THE OUTER BUSINESS REPLY ENVELOPE FROM THE SECRET BALLOT ENVELOPE. ALL BUSINESS REPLY ENVELOPES WOULD BE COUNTED AND BUNDLED. THE SECRET BALLOT ENVELOPE WOULD THEN BE OPENED REMOVING THE BALLOT. ALL SECRET BALLOT ENVELOPES WOULD THEN BE COUNTED AND BUNDLED. THE HBA PERSONNEL MUST REPORT IF ANY SECRET BALLOT ENVELOPES DO NOT CONTAIN A BALLOT SINCE THE NUMBER OF ACTUAL BALLOTS TABULATED WOULD DIFFER FROM THE NUMBER OF ENVELOPES RECEIVED. WHILE COUNTING AND BUNDLING THE SECRET BALLOT ENVELOPES, THEY ARE ALSO CHECKED TO MAKE SURE THAT ALL BALLOTS WERE REMOVED. EACH BALLOT IS OPENED AND IF THERE IS SLATE VOTING, THERE WOULD BE STACKS OF "SLATE A" AND "SLATE B" WHICH WOULD BE VERIFIED AND COUNTED TWICE. MIXED VOTING WOULD BE HANDLED BY HBA PERSONNEL AND TABULATED IN FRONT OF OBSERVERS.

WE HAVE NOT BEEN SATISFIED WITH MANY MARK SENSOR MACHINES SINCE WE HAVE FOUND THAT THEY CAUSE PROBLEMS AND DELAYS. THE MARK SENSOR MACHINE THAT REQUIRES A LEAD CONTENT IN A PENCIL TO READ A BALLOT, IS SMUDGED WHEN FOLDED

AND MAILED. IF A MARK SENSOR MACHINE REQUIRING A SPECIFIC LEAD PENCIL IS USED, THE BALLOTS ARE SENT THROUGH THE MACHINE A SECOND TIME FOR A COMPARISON READ WHICH TAKES MORE TIME THAN A HAND COUNT, ESPECIALLY IF THE SECOND COUNT DOES NOT MATCH THE FIRST COUNT. WE ARE STRONGLY OPPOSED TO HAVING A BALLOT "RE-WRITTEN" AFTER THE MEMBERS ORIGINAL BALLOT CANNOT BE READ BY THE MACHINE. ANY BALLOT, ONCE VOTED, SHOULD BE SACROSANCT AND NOT CORRECTED BY ANYONE ELSE. WE UNDERSTAND THAT THERE IS, HOWEVER, NEW TECHNOLOGY AVAILABLE WHEREBY THE VOTER CAN USE PEN OR PENCIL AS LONG AS IT IS NOT YELLOW OR RED AND THE FOLD LINES AND IMAGE SHADOWS COULD NOT INTERFERE WITH THE READING. OBSERVERS ARE ENTITLED TO SEE EACH BALLOT TABULATED AND THE NEWER TECHNOLOGY RECORDS EACH BALLOT ON A SCREEN AS THEY ARE FED SO THAT OBSERVERS CAN TRULY UNDERSTAND THE PROCESS. THIS OF COURSE IS ACCOMPLISHED WITH A HAND COUNT AS WELL. EACH PRECINCT WOULD RECEIVE A FINAL COUNT THAT IS VERIFIED BEFORE STARTING THE NEXT SECTION.

6. CHALLENGED BALLOTS REMOVED FROM THE VALID ENVELOPES, WOULD ONLY BE INVESTIGATED IF THEY COULD AFFECT THE OUTCOME OF THE ELECTION. FOR EXAMPLE, IF THERE WAS A 10,000 VOTE DIFFERENCE BETWEEN ANY CANDIDATES, AND THERE WERE 1,000 CHALLENGED BALLOTS, THEY WOULD NOT BE OPENED. IF HOWEVER, THERE WERE 20,000 CHALLENGED BALLOTS, EACH ENVELOPE WOULD BE CHECKED TO ASCERTAIN WHETHER THE MEMBER WAS ELIGIBLE OR NOT AND THE VALID ENVELOPES, IF THE OUTCOME WOULD BE AFFECTED, WOULD BE OPENED AND A TABULATION WOULD OCCUR.

7. WHEN ALL RESULTS ARE KNOWN, HBA PERSONNEL WOULD LIST ALL VALID VOTES PLUS INVALID VOTES RECEIVED AND THIS WOULD ADD UP TO THE NUMBER OF COUNTED ENVELOPES DELIVERED TO THE HBA BY THE POST OFFICE PRIOR TO THE DEADLINE.

8. ALL ELECTION MATERIALS INCLUDING THE FOLLOWING WOULD BE PACKED AND SEALED AND STORED FOR ONE YEAR:

A. ALL RETURN BALLOT ENVELOPES.
B. SECRET BALLOT ENVELOPES.
C. VOTER ELIGIBILITY LISTS
D. TALLY SHEETS

E. USED AND UNUSED BALLOTS

9. WE ARE PROVIDING A PHOTOSTAT OF A 6 PAGE BOOKLET PREPARED BY THE U.S. DEPARTMENT OF LABOR/OFFICE OF LABOR-MANAGEMENT STANDARDS WHICH SUMMARIZES THE PROCEDURES UNIONS AND/OR THEIR DESIGNATED ELECTION COMPANY FOLLOW WHEN CONDUCTING AN ELECTION BY MAIL. WE BELIEVE THIS SHOULD BE HELPFUL TO THE MEMBERS OF THE COMMITTEE.

I AM PREPARED AT THIS TIME TO ANSWER ANY QUESTIONS FROM THE COMMITTEE REGARDING THE PROCEDURES AND SAFEGUARDS THAT THE HONEST BALLOT ASSOCIATION FOLLOWS WHEN CONDUCTING A MAIL BALLOT ELECTION.

IN CLOSING, I WANT TO THANK THE COMMITTEE FOR THE OPPORTUNITY TO APPEAR BEFORE YOU AND HOPE THAT WE HAVE BEEN HELPFUL IN PROVIDING INFORMATION IN THE VERY COMPLEX AREA OF UNION ELECTIONS. ALL ELECTIONS MUST BE TAILOR MADE TO INSURE THAT THEY COMPLY WITH ALL REGULATIONS OF THE THE UNION'S CONSTITUTION AND THE REQUIREMENTS OF THE DEPARTMENT OF LABOR/ OFFICE OF LABOR MANAGEMENT STANDARDS.

THANK YOU.